H.U.GROUP

News Release

Company name: H.U. Group Holdings, Inc.
Representative: Shigekazu Takeuchi, Chairman, President and Group CEO
Securities code: 4544 Prime Market, Tokyo Stock Exchange

Change of Executive Officers of the Company and Directors of its Major Subsidiaries

Tokyo, Japan, February 27, 2026 --- - H.U. Group Holdings, Inc. (the Company) today announced the following change of executive officers of the company and directors of its major subsidiaries, with the decision at the meeting of the Board of Directors held on February 27, 2026. The Company will announce the change of directors and executive officers which will be effective immediately after the General Shareholder's Meeting in June once it has been decided.

1. H.U. Group Holdings, Inc. (As of April 1, 2026)

(1) Executive Officers

Name	New title	Current title
Goki Ishikawa*	Representative Executive Officer, President and Group CEO	Managing Executive Officer IVD
Shigekazu Takeuchi*	Director and Executive Officer	Director, Representative Executive Officer, Chairman, President and Group CEO
Naoki Kitamura	Director, Managing Executive Officer Finance	Director, Managing Executive Officer and CFO HS
Makoto Matsumoto	Managing Executive Officer LTS	Managing Executive Officer LTS
Kazuya Omi	Executive Officer R&D	Executive Officer and CTO
Toshihiko Shimizu	Executive Officer IT	Executive Officer and CIO
Tadashi Hasegawa	Executive Officer Corporate Management, Legal and Procurement	Executive Officer President's Special Assignments
Takashi Arai	Executive Officer HS	-
Tadashi Ninomiya	Executive Officer IVD	-
Takayuki Yoshizumi	Executive Officer Human Resources and General Affairs	Executive Officer Human Resources and General Affairs

*The Change between Mr. Ishikawa and Mr. Takeuchi was already resolved at the meeting of the Board of Directors on January 14, 2026.

(2) Career summary of newly appointed Executive Officers

Name : Takashi Arai

Date of birth : February 12, 1967

Career summary :

Sep. 1989	Joined SRL, Inc.
Feb. 2008	Senior Manager, Tokyo Office 1, Tokyo Metropolitan Branch 1., SRL, Inc.
Jul. 2009	General Manager, Tohoku Sales Department, Sales Division, SRL, Inc.
Apr. 2013	General Manager, Market Development Department, Sales Division, SRL, Inc.
Jun. 2014	Director, Deputy Division Head, Sales Division, SRL, Inc.
Jul. 2016	Managing Executive Officer, Division Head, Sales Division, SRL, Inc.
Jan. 2017	President and CEO, Nihon Rinsho, Inc. President and CEO, Community Medicine Support Center, Inc.
Mar. 2018	Director, KBBM, Inc.
Feb. 2019	Director, SERMESTA Co., Ltd.
Apr. 2019	Division Head, Consumer Business Promotion Division of the Company
Jun. 2021	Senior Managing Director, Nihon Stery, Inc.
Jun. 2023	President and CEO, Nihon Stery, Inc. (incumbent) Director, H.U. Frontier, Inc. (incumbent)

Name : Tadashi Ninomiya

Date of birth : January 23, 1965

Career summary :

Apr. 1987	Joined FUJIREBIO INC.
Jul. 2008	General Manager, New Business Development Department, FUJIREBIO INC.
Aug. 2008	Deputy Division Head, Research and Development Division, FUJIREBIO INC.
Jun. 2010	Director, Division Head, Development Division, FUJIREBIO INC.
Jun. 2015	Director, R&D, Fujirebio Europe N.V.
Oct. 2016	General Manager, Logistics Department, Supply Chain Division, FUJIREBIO INC.
Jun. 2017	Division Head, Supply Chain Division, FUJIREBIO INC.
Jun. 2018	Director, Division Head, Supply Chain Division, FUJIREBIO INC.
Jul. 2018	Director, Division Head, Operation Division, FUJIREBIO INC.
Apr. 2022	Director, Division Head, Manufacturing Division, FUJIREBIO INC.
Jun. 2024	Managing Director, Division Head, Manufacturing Division, FUJIREBIO INC. (incumbent)

2. Fujirebio Holdings, Inc. (As of April 1, 2026)

Name	New title	Current title
Tadashi Ninomiya	President and CEO	-
Goki Ishikawa	Director	President and CEO

Note: The Change of Directors is scheduled to be resolved at the meeting of the Board of Directors on April 1, 2026.

(Reference) Directors of Fujirebio Holdings, Inc. as of April 1, 2026

Tadashi Ninomiya	President and CEO
Takeshi Fujita	Director
Katsumi Aoyagi	Director
Christiaan De Wilde	Director
Monte Wiltse	Director
Goki Ishikawa	Director
Shigekazu Takeuchi	Director
Naoki Kitamura	Director

3. FUJIREBIO INC. (As of April 1, 2026)

Name	New title	Current title
Tadashi Ninomiya	Director	Managing Director

Note: The Change of Directors is scheduled to be resolved at the meeting of the Board of Directors on February 27, 2026.

(Reference) Directors of FUJIREBIO INC. as of April 1, 2026

Takeshi Fujita	President and CEO
Katsumi Aoyagi	Managing Director
Naotaka Honzawa	Managing Director
Satoru Isago	Director
Goki Ishikawa	Director
Shigekazu Takeuchi	Director
Naoki Kitamura	Director
Makoto Matsumoto	Director
Kazuya Omi	Director
Tadashi Ninomiya	Director
Tadashi Hasegawa	Director

4. H.U. Frontier, Inc. (As of April 1, 2026)

Name	New title	Current title
Goki Ishikawa	Director	-

Note: The Change of Directors is scheduled to be resolved at the meeting of the Board of Directors on April 1, 2026.

(Reference) Directors of H.U. Frontier, Inc. as of April 1, 2026

Satoru Isago	President and CEO
Kei Tanaka	Director
Takashi Hironaka	Director
Katsuhiro Mitsui	Director
Goki Ishikawa	Director
Shigekazu Takeuchi	Director
Naoki Kitamura	Director
Makoto Matsumoto	Director
Tadashi Hasegawa	Director
Takeshi Fujita	Director
Takashi Arai	Director

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