

# BOD Skills Matrix



(Skills matrix based on 2<sup>nd</sup> and 3<sup>rd</sup> proposals of 148<sup>th</sup> Ordinary General Shareholders Meeting)

Names, Position/Role		*Nomination/Compensation committee roles to be updated after GSM/BOD on June 26, 2024	Global Business & Strategy	Science & Medicine	Legal, Regulation, Public Policy	Corporate Governance, Sustainability	Finance & Accounting	Healthcare Industry	Data & Digital	Management, Leadership, Human Capital
Internal Director	<b>Christophe Weber</b>	Representative Director, President & CEO	●	●		●	●	●	●	●
	<b>Milano Furuta</b>	Director, CFO	●			●	●	●	●	●
	<b>Andrew Plump, M.D., Ph.D.</b>	Director, President, R&D	●	●				●	●	●
External Director (Independent Director)	<b>Masami Iijima</b>	Chair of the Board Meeting	●		●	●				●
	<b>Ian Clark</b>		●	●		●		●		●
	<b>Steven Gillis, Ph.D.</b>		●	●		●		●		●
	<b>Emiko Higashi</b>		●			●	●		●	●
	<b>John Maraganore, Ph.D.</b>		●	●	●	●		●		●
	<b>Michel Orsinger</b>		●			●		●		●
	<b>Miki Tsusaka</b>		●			●			●	●
External Director (Independent Director)	<b>Koji Hatsukawa</b>	Head of Audit & Supervisory Committee			●	●	●			●
	<b>Jean-Luc Butel</b>		●			●		●		●
Audit and Supervisory Committee member	<b>Yoshiaki Fujimori</b>		●			●		●	●	●
	<b>Kimberly A. Reed</b>		●		●	●	●			●

**Notes:** (1) The skill matrix is the draft based on the 2<sup>nd</sup> and 3<sup>rd</sup> proposals of 148<sup>th</sup> Ordinary General Shareholders Meeting.  
(2) The list represents areas with more specialized skills based on each individual career history. It does not represent all items that they have.