

# BOD Skills Matrix



(As of June 2024)

Names, Position/Role			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 Chairperson of Nomination Committee	●		●	●				●
	<b>Ian Clark</b>		●	●		●		●		●
	<b>Steven Gillis, Ph.D.</b>	Nomination Committee Member	●	●		●		●		●
	<b>Emiko Higashi</b>	Chairperson of Compensation Committee Nomination Committee Member	●			●	●		●	●
	<b>John Maraganore, Ph.D.</b>	Compensation Committee Member	●	●	●	●		●		●
	<b>Michel Orsinger</b>	Nomination Committee Member Compensation Committee Member	●			●		●		●
	<b>Miki Tsusaka</b>		●			●			●	●
External Director (Independent Director)	<b>Koji Hatsukawa</b>	Head of Audit & Supervisory Committee			●	●	●			●
	<b>Jean-Luc Butel</b>	Nomination Committee Member	●			●		●		●
Audit and Supervisory Committee member	<b>Yoshiaki Fujimori</b>	Nomination Committee Member	●			●		●	●	●
	<b>Kimberly A. Reed</b>	Compensation Committee Member	●		●	●	●			●

**Notes:** The list represents areas with more specialized skills based on each individual career history. It does not represent all items that they have.