

# BOD Skills Matrix



(As of June 2026)

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>Julie Kim</b>	Representative Director, President & CEO	●	●		●	●	●	●	●
	<b>Milano Furuta</b>	Director, CFO	●			●	●	●	●	●
	<b>Andrew Plump</b>	Director, President, R&D	●	●				●	●	●
External Director (Independent Director)	<b>Masami Iijima</b>	Chair of the Board Meeting Chairperson of Nomination Committee Compensation Committee Member	●		●	●				●
	<b>Steven Gillis</b>	Nomination Committee Member	●	●		●		●		●
	<b>John Maraganore</b>	Chairperson of Compensation Committee	●	●	●	●		●		●
	<b>Paul Stoffels*</b>		●	●	●	●		●		●
	<b>Miki Tsusaka</b>	Compensation Committee Member	●			●			●	●
External Director (Independent Director) Audit and Supervisory Committee member	<b>Koichiro Kimura</b>	Head of Audit & Supervisory Committee Nomination Committee Member	●			●	●			●
	<b>Bruce Broussard</b>		●		●	●	●	●	●	●
	<b>Kimberly A. Reed</b>	Compensation Committee Member	●		●	●	●			●

**Notes:** (1) The list represents areas with more specialized skills based on each individual career history. It does not represent all items that they have.  
(2) Dr. Paul Stoffels is a director who is Substitute Audit and Supervisory Committee member.