



We Want You On Our Team

**SEKISUI**  
DIAGNOSTICS

*Because every result matters™*



# CORPORATE BACKGROUND

## SEKISUI DIAGNOSTICS

In its various iterations, SEKISUI Diagnostics has proudly served the healthcare and science communities for over 40 years creating strong partnerships across the globe.

Expertise in chemicals and biochemistry has led to new product development for diagnostics and healthcare through our company legacies.

Driven by a commitment to creativity, quality, and inclusivity, we provide a wide variety of employment opportunities. Regardless of the job title, every position is designed to encourage imaginative and intelligent solutions. Each of us possess unique talents and qualities that our corporate culture values above all else.

Our culture fosters a happier and healthier environment where we can all do our best work. This is our greatest strength. We are a community of diverse minds, experiences, and cultures, yet we are all joined by a single purpose – to create a healthy, sustainable world through the development of highly accurate reagents, tests and systems, as well as raw materials for the healthcare market.



“ *Everyday I’m impressed by my coworkers and managers and the sense of community we have internally and externally to the company environment. I wake up ready to meet the day knowing I will be around people who have integrity and care about the important work they do, which excites and energizes my own efforts.* ”

- San Diego, CA Employee



## PRODUCT LINES

Our product lines include:

- Clinical chemistry reagents
- Point-of-care rapid tests and reader based systems
- Enzymes
- Biopharma Services
- Pre-Analytic Systems

In addition, we are a leading manufacturer of high-quality enzymes and specialty biochemicals, supplying superior materials for a variety of applications, including biotherapeutic manufacture, pharmaceutical production, and clinical chemistry reagents.



## SEKISUI MEDICAL GROUP - CONFIDENCE INSPIRED BY QUALITY

We are part of SEKISUI Medical Group; a global family of four companies in seven countries, employing over 2,000 people from varied backgrounds and cultures.

Our facilities and offices span the globe—from California to Japan— all with the shared mission of providing intelligent solutions to enhance life with science and improve the health of all people.

- Our customers and partners seek out SEKISUI Medical Group subsidiaries because of our reputation for quality—both in our products and services as well as in our relationships.
- Our employees are dedicated to the highest quality of work—because they know that results matter and can change the way people live.
- Our Brand Promise drives the customer experience we provide and generates confidence by communicating how our high-quality products and services provide better outcomes; and the key benefit(s) that our unique products and services bring to companies that rely on them.



## IMPROVEMENT AND EXCELLENCE

### Improving ourselves and our company through Kaizen

The Japanese concept Kaizen translates to constant improvement. This philosophy has motivated our parent company for over 70 years and is central to our core values. In support of our annual Kaizen company-wide report, Kaizen related team activities are held at each workplace. In open forums, employees discuss how to improve management techniques, production and operational efficiency, and foster product innovation. This equal opportunity to contribute ideas is fundamental to individual growth while empowering employees to affect change by, minimizing waste, reducing costs, decreasing defects, and producing better products.



### Employee empowerment and excellence are defined by our 3S principles



#### SERVICE

The world is best served by responsible business practices, dedication to products that make a positive impact, and a pledge to protect the environment for future generations.



#### SPEED

With energy and agility, meaningful and effective solutions are delivered quickly using innovative research and cutting-edge technology.



#### SUPERIORITY

Superior leadership is demonstrated through a profound understanding of the markets served and a steadfast commitment to exceed all expectations.

## MEETING TODAY'S MOST DEMANDING HEALTH CHALLENGES

We are a leader in point-of-care testing for respiratory infections, personal and family health. Whether a patient is seen at a rural doctor's office or a large hospital, our products offer the same advantage. Clinicians can diagnose and respond immediately which is key to improving outcomes, increasing efficiency and providing a satisfying experience for patients.

We also leverage our expertise in the core lab in critical areas including heart health screening, renal disease, diabetes and more. Diagnosing and monitoring these disease states is critical to promoting a healthy, sustainable world.

In addition to serving healthcare professionals directly, we are proud of our reputation as a respected provider to other global and regional manufacturers. We offer custom designs on an array of products from bulk production to finished kits under their branding. At SEKISUI Diagnostics, we are here to satisfy a need wherever it may arise.



## SUSTAINABILITY AND SOCIAL RESPONSIBILITY

### A BETTER FUTURE STARTS WITH TODAY'S ACTIONS

SEKISUI Diagnostics is committed to integrating environmental, social and governance (ESG) principles in our everyday business conduct, operations, and decisions.

**By putting ESG into practice, we are committed to:**

- Conducting ourselves responsibly and with integrity; holding ourselves to the highest standard
- Fostering a positive and supportive work environment through our wellness, diversity & inclusion and safety programs
- Supporting local communities through our Corporate Social Responsibility (CSR) initiatives;
- Committing to annually donate a portion of our profits to local and global social justice charities
- Achieving and maintaining high service levels to customers
- Acting fairly in our dealings with suppliers and other third parties
- Being environmental stewards to minimizing the impact on our environment by employing sustainable practices



Questions/Notes

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## OUR EMPLOYEES ARE OUR MOST IMPORTANT RESOURCE

We strive to foster an environment that everyone can be their authentic self, where everyone is treated with respect and dignity. We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritizes their overall health and wellness.



**“** *I thought the Covid management was exceptional. From the flexibility to work from home, to the onsite bonus to the extra paid time off if needed. I had the options so I would not have to worry about my bills and surviving in such a crazy time. It was handled very well and I appreciate that.* **”**

- PEI, Canada Employee

## WE ASPIRE TO CREATE A CULTURE OF RECOGNITION

Our ASPIRE program is designed to celebrate individual achievements that take place daily throughout our organization. It allows each of us, regardless of our position, to recognize the everyday efforts of our peers. The program offers a defined awards structure with options for multiple types of recognition and rewards that meet the needs of all employees. By acknowledging the exceptional and strategic impact of our colleagues, we create a culture of appreciation that values individual work and contributions.



**“** *I have met wonderful people which have shaped me and my career. I have had great developmental opportunities at SEKISUI.*

- Kent, UK Employee **”**



## EMPLOYEE DEVELOPMENT & JOB SATISFACTION

We commit ourselves to our employees' career satisfaction by providing and supporting ongoing development opportunities. Development is defined as growth in an individual's knowledge, skill, and professional effectiveness.

Our goal is for all employees to maximize their contribution to their departments, while having opportunities to develop their talents, to acquire and use new skills, and thus to achieve greater career effectiveness and satisfaction. Career development opportunities include mentoring, education support, as well as informal and formal training.

## EMPLOYEE BENEFITS

THIS IS NOT A FULL LIST OF BENEFITS FOR ALL SEKISUI DIAGNOSTICS POSITIONS/LOCATIONS. BENEFITS WILL VARY BY COUNTRY.



401K/Pension/RRSP



Annual Bonus Program



Dependent Care Account



Disability Insurance



Donation Matching



Educational Assistance



Employee Assistance



Fitness Reimbursement



Health Savings Account



Life Insurance/Assurance



Medical/Dental/Vision



Recognition/Service Awards



Sick Pay



Vacation



Volunteer Time Off

### Questions/Notes

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## SEKISUI MEDICAL GROUP GLOBAL LOCATIONS



MEMBER OF  
**Dow Jones  
Sustainability Indices**  
In Collaboration with RobecoSAM



## Locations

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