

**JAFCO to Launch Collaboration with RD Support**  
**Addressing Business Succession and Technology Transfer Challenges in the**  
**Healthcare and Life Sciences Sectors**

JAFCO Group Co., Ltd. (Headquarters: Minato-ku, Tokyo; President & CEO: Keisuke Miyoshi; hereafter referred to as “JAFCO”) hereby announces that it has launched a collaboration with RD Support Co., Ltd. (Representative Director & CEO: Hiroki Osawa; hereafter referred to as “RD Support”) to address challenges related to business succession and technology transfer in the healthcare and life sciences sectors.

Under this collaboration, JAFCO’s Structured Investment Division, which oversees buyout investments, will lead efforts to identify business succession opportunities and strengthen management support frameworks. RD Support, which specializes in the healthcare and life sciences sectors, will help address technology succession and R&D restructuring challenges associated with business succession by supporting the recruitment of R&D personnel and facilitating the use of specialized professionals.



**Background and Purpose of the Collaboration**

Japan has approx. 500,000<sup>\*1</sup> mid-sized companies, and the rate of lack of successors is around 50%<sup>\*2</sup>. In particular, healthcare and life sciences companies, including those in food, health foods, cosmetics, pharmaceuticals, and medical devices, are increasingly facing succession issues due to the aging of the founders and managerial personnel. Many long-established regional companies possess unique technologies and formulation expertise built up over many years, but face complex challenges in selecting successors for management and research leaders, building new organizational structures, and maintaining as well as transferring R&D functions.

In business successions, competitiveness depends not only on transferring management responsibilities, but also on preserving accumulated R&D know-how. The basis of formulations, ingredient blending, and development decisions cultivated through many years of management and operations is not always documented or written down, and in many cases exists as “invisible assets” dependent on specific individuals.

Typical problems that can arise include:

- No internal successor for management
- Unclear selection and role allocation for research leaders
- Dependence on specific individuals for formulation expertise and quality judgment
- Development priorities and investment decisions relying on individual discretion
- Lack of clarity in what should be retained or changed under a new structure

These challenges are common personnel and functional issues that arise both in cases where the company head is replaced (securing a successor president or head of R&D and designing a framework for technology transfer) and in cases where the company head remains in place (introducing new technical expertise and restructuring the R&D organization).

The collaboration aims to resolve these issues in healthcare and life sciences business succession situations and support sustainable corporate growth.

### **Overview of the Collaboration**

Through this collaboration, RD Support's human resource support capabilities and the management support capabilities of JAFCO's Structured Investment Division will be combined for the companies in which JAFCO invests, accelerating the growth of companies in the healthcare and life sciences sectors.

• **RD Support:** Provide specialized support for the healthcare and life sciences sectors, including recruitment of R&D personnel, use of shared professional talent, and various forms of support tailored to companies' R&D challenges

• **JAFCO's Structured Investment Division:** With nearly 30 years of buyout investment experience, provide growth support together with the venture investment division

### **Details of Support**

#### **1. Support for building new post-succession structures**

The collaboration will provide support for solving organizational and personnel issues related to launching new management structures, including selecting successor executives and research leaders and designing role allocation. Even where the current president remains in place, support will be provided for strengthening management systems and resolving organizational challenges

with future succession in mind.

## **2. Support for transferring technology and know-how**

By securing necessary personnel and designing transition processes, the collaboration will help transfer company-specific “invisible assets” such as formulation know-how, quality assessment standards, and development expertise to the next generation.

## **3. Onboarding support for new management structures**

Whether leadership changes or remains the same, the collaboration will support flexible organizational design through recruitment and the use of specialized professionals to ensure that new management structures function smoothly after succession.

## **4. Rebuilding structures for post-succession growth**

Looking toward new R&D themes and business expansion, the collaboration will support building systems for future growth by combining recruitment of core long-term personnel with agile use of specialized professionals for specific issues.

## **Future Outlook**

Through this collaboration, RD Support and JAFCO aim to ensure that business succession becomes not merely a succession of management control, but a turning point that supports companies throughout Japan, including those in regional areas, in achieving further growth while addressing succession challenges across management, human resources, and technology.

Going forward, will continue to expand the possibilities of business succession support in the healthcare and life sciences sectors and contribute to the sustainable development of companies that support Japan’s industrial base.

\*1: Ministry of Internal Affairs and Communications & Ministry of Economy, Trade and Industry, 2021 Economic Census for Business Activity, number of businesses calculated by subtracting the number of large companies and small-scale companies from the total number of companies (2021)

\*2: Teikoku Databank, National Survey on the Status of Companies Without Successors (2025)

Targeted approx. 270,000 SMEs across all industries nationwide for which analysis was possible based on materials including Teikoku Databank’s credit investigation report database (“CCR”).

## **Inquiries**

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**About RD Support Co., Ltd.**

RD Support Co., Ltd. provides recruitment, staffing, and professional talent-sharing services specializing in the healthcare and life sciences sectors, supporting the careers of professionals who contribute to industrial development. Leveraging deep industry expertise and matching capabilities, the company serves as a bridge between specialized professionals and a wide range of companies, including R&D-based startups.

Company name	RD Support Co., Ltd.
Representatives	Representative Director & CEO: Hiroki Osawa Representative Director & COO: Koji Oshima
Website	<a href="https://www.rdsupport.co.jp/">https://www.rdsupport.co.jp/</a> (Japanese only)
Headquarters	3F Daiwa Ginza Building, 6-2-1 Ginza, Chuo-ku, Tokyo
Establishment	December 11, 1998

**About JAFCO Group Co., Ltd.**

Since its founding in 1973, JAFCO has always worked with leading entrepreneurs. The cumulative capital commitments of its investment funds to date in Japan and overseas have exceeded 1 trillion yen, and its cumulative number of portfolio IPOs to date has surpassed 1,000. In addition to venture investment, JAFCO also carries out buyout investment and is committed to the creation of innovative technologies and services.

Company name	JAFCO Group Co., Ltd.
President & CEO	Keisuke Miyoshi
Website	<a href="https://www.jafco.co.jp/english">https://www.jafco.co.jp/english</a>
Headquarters	24F Toranomon Hills Mori Tower, 1-23-1 Toranomon, Minato-ku, Tokyo
Establishment	April 5, 1973
Listing Exchange	Tokyo Stock Exchange (Prime Market)