



Organizational and Personnel Changes

TOKYO, November 21, 2022 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective January 1, 2023.

[Details of Organizational Changes]

1. Establishment of ASPIRE Transformation Dept.

ASPIRE* Transformation Dept. will be newly established to implement the next-generation core business infrastructure (ERP: enterprise resource planning system) and to conduct company-wide reforms of business process and organizations.

- ASPIRE Transformation Dept. will be newly established.

* ASPIRE: The name of a business and digital transformation program that will deliver cutting edge global standard processes and the next-generation ERP platforms across Chugai Group

2. Establishment of Risk & Compliance Dept. and dissolution of Sustainability Dept.

In order to enhance the governance, Chugai will integrate the risk management and compliance promotion functions (including information management), which have been distributed within the company, to improve the effectiveness and efficiency. Organizational reforms of the corporate functions will be in place, including the establishment of Risk & Compliance Dept. and the dissolution of Sustainability Dept. Human Resources Management Dept. will be responsible for environmental protection and other EHS initiatives that have been driven by Sustainability Dept. At the same time, Chugai will continue its company-wide efforts for sustainability.

- Risk & Compliance Dept. will be newly established.
- Sustainability Dept. will be dissolved.
- The risk management and compliance promotion functions will be transferred to Risk & Compliance Dept. from General Affairs Dept., Sustainability Dept., Legal Dept., Business Strategy & Compliance Dept., and Corporate Planning Dept.
- Sustainability Dept.'s functions will be transferred: the EHS function to Human Resources Management Dept., and the social contribution function to General Affairs Dept.

3. Reorganization of Research Div.

The company will conduct organizational reforms to improve the success rate of drug discovery and the research productivity. The reforms aim to clarify the scope of responsibilities in accordance with technology areas and to enhance drug discovery technologies and digital infrastructures, as well as dealing with the diversification of approaches for drug discovery. For this purpose, Modality Technology Dept. and Biological Technology Dept. will be established, and Discovery Technology Dept. will be dissolved.

- Modality Technology Dept. will be newly established.
- Biological Technology Dept. will be newly established.
- Discovery Technology Dept. will be dissolved.

4. Reorganization of Translational Research Div. and Research Div.

The name and missions of Non-clinical Safety Assessment Dept. of Translational Research Div. will be changed to pursue a high-level human prediction, in addition to existing responsibilities that includes safety research, drug discovery research and integrated safety risk assessments with clinical and non-clinical information. Non-clinical Safety Assessment Dept. will be renamed Safety and Bioscience Research Dept., and its pharmacology documentation function will be transferred to Discovery Pharmacology Dept. of Research Div.

- Non-clinical Safety Assessment Dept. will be renamed Safety and Bioscience Research Dept.
- The pharmacology documentation function of Non-clinical Safety Assessment Dept. will be transferred to Discovery Pharmacology Dept. of Research Div.

5. Reorganization of Medical Affairs Div.

In order to realize more advanced and specialized Medical Affairs (MA) functions including evidence generation activities, the company integrated Medical Liaison Dept. and Medical Science Dept. Also, organizational changes will be implemented to enable the planning and execution of medical strategies by specialized areas. Oncology Medical Science Dept. and Specialty Medical Science Dept. will be established while Medical Science Dept. and Medical Liaison Dept. will be dissolved. In addition, the medical information provision management functions that have been dispersed across multiple organizations will be integrated in Medical Information Dept.

- Oncology Medical Science Dept. will be newly established.
- Specialty Medical Science Dept. will be newly established.
- Medical Science Dept. will be dissolved.
- Medical Liaison Dept. will be dissolved.
- The medical information provision management functions will be integrated in Medical Information Dept.

[Details of Personnel Changes]

Directors

Name	New Responsibilities	Current Responsibilities
Osamu Okuda	Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for Corporate Planning, Partnering, External Affairs and Audit In charge of Corporate Planning Dept., ASPIRE Transformation Dept., Partnering Dept., External Affairs Dept., and Audit Dept.	Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for Corporate Planning, Partnering, External Affairs and Audit In charge of Corporate Planning Dept., Partnering Dept., External Affairs Dept., and Audit Dept.
Toshiaki Itagaki	Director, Executive Vice President Chief Financial Officer (CFO) Supervisory responsibility for Finance & Accounting, Corporate Communication and Procurement	Director, Executive Vice President Chief Financial Officer (CFO) Supervisory responsibility for Finance & Accounting, Corporate Communication and Procurement Head of Finance Supervisory Div.

Executive Officers

Name	New Responsibilities	Current Responsibilities
Tetsuya Yamaguchi	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (Marketing), Drug Safety, Medical Affairs and Foundation Medicine Head of Project & Lifecycle Management Unit and Head of Foundation Medicine Unit	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (Marketing), Drug Safety, Medical Affairs and Foundation Medicine Head of Project & Lifecycle Management Unit
Yoshiyuki Yano	Executive Vice President Supervisory responsibility for Human Resource Management and EHS In charge of Human Resources Management Dept.	Executive Vice President Supervisory responsibility for Human Resource Management and EHS Head of Human Resources Management Dept. In charge of Sustainability Dept.
Iwaaki Taniguchi	Senior Vice President Head of Finance Supervisory Div. and Head of Finance & Accounting Dept.	Senior Vice President Head of Finance & Accounting Dept.
Minoru Watanabe	Special Mission for CEO	Vice President Head of Drug Safety Div. and Head of Foundation Medicine Unit
Kaori Ouchi	Vice President Head of Drug Safety Div.	Vice President Head of Medical Affairs Div.
Masayoshi Higuchi	Vice President Head of Quality & Regulatory Compliance Unit In charge of Risk & Compliance Dept.	Vice President Head of Quality & Regulatory Compliance Unit

Division Heads and Department Heads

Name	New Responsibilities	Current Responsibilities
Himiko Endo	Head of ASPIRE Transformation Dept.	Head of ASPIRE Program Management Group, Corporate Planning Dept.
Akira Nishimura	Head of Risk & Compliance Dept.	Head of Strategic Planning Group, Corporate Planning Dept.
Yusuke Takada	Head of Human Resources Management Dept.	Head of HR Planning Group, Human Resources Management Dept.

Division Heads and Department Heads (continued)

Name	New Responsibilities	Current Responsibilities
Takuya Torizawa	Head of Protein Science Dept. and Head of Protein Science Group 3, Research Div.	Head of Protein Science Group 2, Protein Science Dept., Research Div.
Atsushi Ohta	Head of Modality Technology Dept. and Head of Chemical Biotechnology Group, Research Div.	Head of Chemical Biotechnology Group, Discovery Technology Dept., Research Div.
Souhei Ohyama	Head of Biological Technology Dept., Research Div.	Head of Immunology Group 2, Discovery Pharmacology Dept., Research Div.
Hiroimi Suzuki	Head of Safety and Bioscience Research Dept., Translational Research Div.	Head of Non-clinical Safety Assessment Dept., Translational Research Div.
Michiaki Tanaka	Head of Project Planning & Coordination Dept., Translational Research Div.	President & CEO of Chugai Pharma USA, Inc.
Kentaro Kishi	Head of Marketing & Sales Planning Dept., Project & Lifecycle Management Unit	Head of Targeted Disease Strategy Group, Specialty Lifecycle Management Dept., Project & Lifecycle Management Unit
Kazumitsu Kanatani	Head of Digital Strategy Dept., Digital Transformation Unit	Head of Insight Business Group, Science and Technology Dept., Project & Lifecycle Management Unit
Kazuhiko Nishi	Head of Medical Affairs Div.	Chugai Pharma Europe, Ltd. (Head of Commercial)
Yoshiaki Isshiki	Head of Medical Affairs Planning Dept., Medical Affairs Div.	Head of Medical Information Dept. and Head of Medical Information Management Group, Medical Affairs Div.
Kenji Morita	Head of Medical Information Dept., Medical Affairs Div.	Head of Information Insight Development Group 3, Medical Information Dept., Medical Affairs Div.
Mika Matsuzawa	Head of Oncology Medical Science Dept., Medical Affairs Div.	Head of Oncology DAS Group 1, Oncology Lifecycle Management Dept., Project & Lifecycle Management Unit

Division Heads and Department Heads (continued)

Name	New Responsibilities	Current Responsibilities
Takuya Nakagawa	Head of Specialty Medical Science Dept., Medical Affairs Div.	Head of Medical Science Dept., Medical Affairs Div.
Kazuhisa Ohba	Head of Wholesaler Business Planning Dept., Marketing & Sales Div.	Head of Planning Group, Wholesaler Business Planning Dept., Marketing & Sales Div.
Takahiko Inoue	Head of Tokai & Hokuriku Regional Management Office, Marketing & Sales Div.	Deputy Head of Oncology Marketing Dept., Marketing & Sales Div.

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