

Translation

Organizational Restructuring and Personnel Changes

December 10, 2009 (Tokyo) - Chugai Pharmaceutical Co., Ltd. [Head office: Chuo-ku, Tokyo; President: Osamu Nagayama] announced today that the company will make organizational and personnel changes, effective January 1, 2010.

【Details of Organizational Restructuring】

1. Reorganization of Corporate staff organization

- Set up “Supervisory Divisions” within the Corporate staff organization, making them top organizations that consolidate closely-related duties. And Heads of Supervisory Divisions will be established with authority and responsibility for a broad range of roles.
- Transfer Intellectual Property Dept. from Corporate staff organization to Portfolio Management Unit.

2. Reorganization of Lifecycle Management & Marketing Unit

Integrate LCM Department 1-3 and DAS Department 1-3 into 3 departments according to their responsible therapeutic areas. The names of new departments will be LCM Department 1, LCM Department 2 and LCM Department 3.

3. Reorganization of Clinical Development Division

Consolidate 9 departments into 3 departments: Clinical Research Coordination, Clinical Research Planning and Clinical Research.

【Details of Personnel Changes】

Board Member

Name	New Responsibilities	Old Responsibilities
Osamu Nagayama	Representative Director, President and CEO, COO, Corporate Planning Supervisory Div. (Corporate Planning, External Affairs)	Representative Director, President and CEO, COO
Motoo Ueno	Representative Director, Deputy President Pharmaceutical Technology, Corporate Social Responsibility, Audit	Representative Director, Deputy President Corporate Social Responsibility, Pharmaceutical Technology
Ryuzo Kodama	Director, Executive Vice President CFO, IT Supervisory Div. (Information System, ERP System), General Manager of Finance Supervisory Div., BPR	Director, Executive Vice President CFO, System and Corporate Communications (Information System, ERP System)
Tatsumi Yamazaki	Director, Executive Vice President Portfolio Management, Regulatory & Quality Management, Clinical Development, Drug Safety	Director, Executive Vice President Portfolio Management, Regulatory & Quality Management, Clinical Development, Drug Safety, Intellectual Property
Harutaka Fujita	Director, Executive Vice President Legal, Secretarial, General Affairs Supervisory Div. (General Affairs, Risk Management & Compliance), Human Resources Supervisory Div. (Human Resources Management, Human Capital Development, CBS)	Director, Executive Vice President Corporate Services and Human Resources (General Affairs, Risk Management & Compliance, Human Resources Management, Human Capital Development, Audit, CBS)

Executive Officer

Name	New Responsibilities	Old Responsibilities
Yoshio Itaya	Vice President General Manager of Corporate Planning Supervisory Div. and General Manager of Corporate Planning Dept.	Vice President General Manager of Corporate Planning Dept.
Hideaki Nagai	Vice President General Manager of IT Supervisory Div. and General Manager of Information Systems Dept.	Associate Vice President General Manager of Information System Dept.
Mamoru Togashi	Vice President General Manager of Human Resources Supervisory Div. and General Manager of Human Resources Management Dept.	General Manager of Human Resources Management Dept.

Executive Officer (cont.)

Name	New Responsibilities	Old Responsibilities
Kunitoshi Watanabe	Vice President General Manager of General Affairs Supervisory Div. and General Manager of General Affairs Dept.	General Manager of General Affairs Dept.
Toshihiko Tsuchiya	Vice President General Manager of Secretarial Dept.	Senior Specialist of Secretarial Dept.
Masaharu Unno	Vice President Senior Specialist of Secretarial Dept.	Vice President General Manager of Secretarial Dept.

Associate Vice President

Name	New Responsibilities	Old Responsibilities
Hiroshi Kikuchi	Associate Vice President ERP System Dept.	Associate Vice President General Manager of ERP System Dept.

General Manager / Department Manager

Name	New Responsibilities	Old Responsibilities
Masayuki Tsuchiya	Department Manager of Lifecycle Management Dept. 3	Department Manager of Lifecycle Management Dept. 3 and Department Manager of Disease Area Strategy Dept. 3
Takahiro Takehi	Department Manager of Clinical Research Dept.	Department Manager of Clinical Research Dept. 1
Hisashi Hashimoto	General Manager of ERP System Dept.	Senior Specialist of ERP System Dept.

Senior Specialist

Name	New Responsibilities	Old Responsibilities
Karima Boubekur	Senior Specialist of Lifecycle Management Dept. 1 and Senior Specialist of Project Management Dept.	Senior Specialist of Lifecycle Management Dept. 1
Yasufumi Takahashi	Senior Specialist of Lifecycle Management Dept. 2	Senior Specialist of Disease Area Strategy Dept. 2
Noboru Kubodera	Senior Specialist of Lifecycle Management Dept. 2	Senior Specialist of Disease Area Strategy Dept. 2
Kenji Nagahama	Senior Specialist of Lifecycle Management Dept. 3	Department Manager of Disease Area Strategy Dept. 1
Makoto Saito	Senior Specialist of Clinical Research Planning Dept.	Department Manager of Biostatistics Dept.

Group / Section Manager

Name	New Responsibilities	Old Responsibilities
Masanori Kashima	Manager of Primary Unit Saitama Sales Group and Manager of Primary Unit Saitama Sales Group Saitama General Sect. 1	Manager of Primary Unit Saitama Sales Group