

Translation

Organizational and Personnel Changes

February 1, 2012 (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 March 28 and April 1, 2012.

Effective March 28, 2012

Board Member

Name	New Responsibilities	Old Responsibilities
Osamu Nagayama	Representative Director, Chairman CEO	Representative Director, President CEO / COO
Motoo Ueno	Representative Director, Deputy Chairman Responsible for Corporate Social Responsibility and Audit	Representative Director, Deputy President In charge of Pharmaceutical Technology Responsible for Corporate Social Responsibility and Audit
Tatsuro Kosaka	Representative Director, President COO In charge of Portfolio Management	Director, Executive Vice President In charge of Portfolio Management, Lifecycle Management & Marketing and Sales
Yoshio Itaya	Director, Executive Vice President CFO, General Manager of Finance Supervisory Div., General Manager of Finance & Accounting Dept. and General Manager of IT Supervisory Div.	Senior Vice President CFO, General Manager of Finance Supervisory Div. and General Manager of Finance & Accounting Dept.
Sophie Kornowski-Bonnet	Board Member	

- This appointment of the director is subject to approval at the 101st Annual General Meeting of Shareholders.
- The appointment of Yoshio Itaya and Sophie Kornowski-Bonnet as Board Members is subject to approval at the 101st Annual General Meeting of Shareholders, which is scheduled to be convened on March 28, 2012.
- Ryuzo Kodama and Daniel Zabrowski (currently Board Member) are scheduled to retire from the Board Members as of March 28, 2012.

Corporate Auditor

Name	New Responsibilities	Old Responsibilities
Hisashi Hara	Corporate Auditor	
Michio Ishizuka	Corporate Auditor	

- The appointment of Hisashi Hara and Michio Ishizuka as Corporate Auditors is subject to approval at the 101st Annual General Meeting of Shareholders, which is scheduled to be convened on March 28, 2012.
- Yasunori Fujii and Toshio Kobayashi are scheduled to retire from Corporate Auditors as of March 28, 2012.

Substitute Corporate Auditor

Name	New Responsibilities	Old Responsibilities
Yasunori Fujii	Substitute Corporate Auditor	

- The appointment of Yasunori Fujii as a Substitute Corporate Auditor is subject to approval at the 101st Annual General Meeting of Shareholders, which is scheduled to be convened on March 28, 2012.

Effective April 1, 2012

【Details of Organizational Changes】

I. Establishment of Project & Lifecycle Management Unit

- “Project & Lifecycle Management Unit” will be newly established by integrating “Portfolio Management Unit (PMU)” and “Lifecycle Management & Marketing Unit (LMU),” in order to realize efficient R&D resource allocation and maximization of product value.
- “Project & Lifecycle Management Unit” will comprise nine organizations, “R&D Portfolio Management Dept.,” “Business Assessment Dept.,” “Project Management Dept.,” “Oncology Lifecycle Management Dept.,” “Primary Lifecycle Management Dept.,” “Regulatory Affairs Dept.,” “Business Development Dept.,” “Intellectual Property Dept.,” and “Taipei Branch.”

II. Establishment of Medical Affairs Div.

- “Medical Affairs Div.” will be newly established, in order to maximize product value based on scientific data by newly establishing an independent organization responsible for medical science, and by consolidating management of medical plan and product research from planning through implementation after launch. “Medical Affairs Div.” will comprise four organizations, “Medical Plan Management Dept.,” “Medical Education & Training Dept.,” “Medical Science Dept.,” and “Product Research Dept.”

III. Restructuring of Sales Div.

< Transfer marketing functions to Sales Div. >

In order to consolidate responsibility/control of the sales, marketing functions of LMU will be transferred to Sales Div. Accordingly, the name of Sales Div. will be changed to “Marketing & Sales Div.”

- “Marketing & Sales Planning Dept.” will be newly established in Marketing & Sales Div.

- Marketing strategy planning function of oncology disease area products of LMU will be transferred to “Oncology Marketing & Sales Promotion Dept.”
- Marketing strategy planning function of primary disease area products of LMU and functions of Transplantation Immunology Area Medical Business & Science Dept. will be transferred to “Primary Marketing & Sales Promotion Dept.”

< Restructuring of Oncology Unit Sales Group >

“Chuo Sales Group” will be newly established in Oncology Unit and will be responsible for core oncology medical institutions.

< Restructuring of Primary Unit Sales Group >

- Five Sales Groups in Primary Unit, Tokyo-Nishi, Yokohama, Tokai, Kyoto and Chugoku will be each divided into two organizations. Accordingly, Sales Groups of Tokyo-Tama, Atsugi, Shizuoka, Hokuriku, Hiroshima and Okayama will be newly established in Primary Unit, and Chugoku Sales Group will be abolished.
 - ✓ “Tokyo-Tama Sales Group” will comprise Tachikawa General Sections 1 and 2, and Mitaka General Sections 1 and 2 by restructuring Tachikawa General Sect. and Mitaka General Sect. of “Tokyo-Nishi Sales Group.”
 - ✓ “Atsugi Sales Group” will comprise Atsugi General Sections 1, 2 and 3 by dividing Atsugi General Sections 1 and 2 of “Yokohama Sales Group” into three sections.
 - ✓ “Shizuoka Sales Group” will comprise three sections transferred from Tokai Sales Group, Shizuoka General Sect., Hamamatsu General Sect. and Numazu General Sect.
 - ✓ “Hokuriku Sales Group” will comprise Toyama General Sect., Fukui General Sect., Ishikawa General Sections 1 and 2, restructuring Ishikawa General Sect., Toyama General Sect., and Fukui General Sect. of “Kyoto Sales Group.”
 - ✓ “Hiroshima Sales Group” will comprise five sections transferred from “Chugoku Sales Group,” Hiroshima General Sections 1 and 2, Fukuyama General Sect., and Yamaguchi General Sections 1 and 2.
 - ✓ “Okayama Sales Group” will comprise four sections transferred from “Chugoku Sales Group,” Tottori General Sect., Shimane General Sect., and Okayama General Sections 1 and 2.
 - ✓ All 32 Kidney sections will be abolished, and 29 General sections will be newly established, resulting in a total of 139 General sections.
 - ✓ Sapporo General Sect.5 will be newly established in “Sapporo Sales Group.”
 - ✓ Miyagi General Sect.3 will be established in “Minami-Tohoku Sales Group.”
 - ✓ General Sect.4 and Joto General Sections 1 and 2 will be established in “Tokyo-Higashi Sales Group.” Accordingly, Joto General Sect. will be abolished.
 - ✓ Setagaya General Section 1 and 2 and Josai General Sect.3 will be newly established in “Tokyo-Nishi Sales Group.” Accordingly, Setagaya General Sect. will be abolished.
 - ✓ Chiba General Sect.3 will be newly established in “Chiba Sales Group.”
 - ✓ Saitama General Sect.3 will be newly established in “Saitama Sales Group.”
 - ✓ Tsukuba General Sections 1 and 2 will be newly established in “Kita-Kanto Sales Group.” Accordingly, Tsukuba General Sect. will be abolished.
 - ✓ Niigata General Sect.3 will be newly established in “Koshinetsu Sales Group.”
 - ✓ Yokohama General Sect.5 will be newly established in “Yokohama Sales Group.”
 - ✓ Nagoya General Sections 4 and 5 and Okazaki General Sections 1 and 2 will be newly

- established in “Aichi Sales Group.” Accordingly, Okazaki General Sect. will be abolished.
- ✓ Kyoto General Sect.3 and Shiga General Sections 1 and 2 will be newly established in “Kyoto Sales Group.” Accordingly, Shiga General Sect. will be abolished.
 - ✓ General Sect.3 and Higashi-Osaka General Sections 1 and 2 will be newly established in “Osaka-Kita Sales Group.” Accordingly, Higashi-Osaka General Sect. will be abolished.
 - ✓ Nara Sections 1 and 2 and Wakayama General Sections 1 and 2 will be newly established in “Osaka-Minami Sales Group.” Accordingly, Nara General Sect. and Wakayama General Sect. will be abolished.
 - ✓ Kobe Sect. 3, Hanshin General Sections 1 and 2 and Himeji General Sections 1 and 2 will be newly established in “Hyogo Sales Group.” Accordingly, Hanshin General Sect. and Himeji General Sect. will be abolished.
 - ✓ Fukuoka General Sect.3 and Kitakyushu General Sect.3 will be newly established in “Kyushu-Kita Sales Group.”

【Details of Personnel Changes】

Board Member

Name	New Responsibilities	Old Responsibilities
Tatsuro Kosaka	Representative Director, President COO In charge of Pharmaceutical Technology	Representative Director, President COO In charge of Portfolio Management

Executive Officers

Name	New Responsibilities	Old Responsibilities
Yutaka Tanaka	Senior Vice President Head of Project & Lifecycle Management Unit In charge of Research, Clinical Development and Medical Affairs	Senior Vice President Head of Lifecycle Management & Marketing Unit, Overseas Development
Toshihiko Komori	Vice President Deputy Head of Project & Lifecycle Management Unit Responsible for R&D Portfolio, Business Assessment, Regulatory Affairs, Intellectual Property, Overseas Development	Vice President Head of Portfolio Management Unit
Akio Tanaka	Vice President Deputy General Manager of Marketing & Sales Div. Responsible for Bone Disease Area	Vice President Deputy General Manager of Sales Div. Responsible for Medical Promotion and Product Research

Executive Officers (cont.)

Name	New Responsibilities	Old Responsibilities
Keiji Kono	Vice President Deputy General Manager of Marketing & Sales Div. Responsible for Marketing & Sales Planning, Marketing & Sales Coordination, Marketing & Sales Human Resource, Overseas Business	Vice President Deputy Head of Lifecycle Management & Marketing Unit
Hitoshi Kuboniwa	Vice President General Manager of Pharmaceutical Technology Div.	Vice President Department Manager of PT Planning Dept., Pharmaceutical Technology Div.
Minoru Machida	Vice President Deputy General Manager of Pharmaceutical Technology Div.	Vice President Deputy General Manager of Pharmaceutical Technology Div. and Chugai Pharma Manufacturing Co., Ltd. (President)

Associate Vice President

Name	New Responsibilities	Old Responsibilities
Shin-Ichi Nihira	Associate Vice President General Manager of Medical Affairs Div.	Associate Vice President Department Manager of Lifecycle Management Dept. 1, Lifecycle Management & Marketing Unit

Department Managers

Name	New Responsibilities	Old Responsibilities
Hisanori Takanashi	Department Manager of R&D Portfolio Management Dept., Project & Lifecycle Management Unit	Department Manager of R&D Portfolio Management Dept., Portfolio Management Unit
Yoshiyuki Yano	Department Manager of Business Assessment Dept., Project & Lifecycle Management Unit	Senior Specialist of Corporate Planning Dept., Corporate Planning Supervisory Div.
Hitoshi Hibino	Department Manager of Project Management Dept., Project & Lifecycle Management Unit	Department Manager of Project Management Dept., Portfolio Management Unit
Minoru Watanabe	Department Manager of Oncology Lifecycle Management Dept., Project & Lifecycle Management Unit	Senior Specialist of Lifecycle Management Dept. 1, Lifecycle Management & Marketing Unit
Masayuki Tsuchiya	Department Manager of Primary Lifecycle Management Dept., Project & Lifecycle Management Unit	Department Manager of Lifecycle Management Dept. 3, Lifecycle Management & Marketing Unit

Department Managers (cont.)

Name	New Responsibilities	Old Responsibilities
Morio Suematsu	Department Manager of Regulatory Affairs Dept., Project & Lifecycle Management Unit	Department Manager of Development Regulatory Affairs Dept., Portfolio Management Unit
Tetsuya Yamaguchi	Department Manager of Business Development Dept., Project & Lifecycle Management Unit	Department Manager of Lifecycle Management Dept. 2, Lifecycle Management & Marketing Unit
Masahisa Yamaguchi	Department Manager of Intellectual Property Dept., Project & Lifecycle Management Unit	Department Manager of Intellectual Property Dept., Portfolio Management Unit
Tohru Ishikawa	Department Manager of Medical Plan Management Dept., Medical Affairs Div.	Department Manager of Oncology Medical Promotion Dept., Oncology Unit, Sales Div.
Sumie Tamura	Department Manager of Medical Education & Training Dept., Medical Affairs Div.	Department Manager of Primary Medical Promotion Dept., Primary Unit, Sales Div.
Ryuuichi Kikuchi	Department Manager of Medical Science Dept., Medical Affairs Div.	Department Manager of Medical Science Dept., Lifecycle Management & Marketing Unit
Kazushige Mori	Department Manager of Product Research Dept., Medical Affairs Div.	Department Manager of Product Research Dept., Sales Div.
Toshiaki Itagaki	Department Manager of Marketing & Sales Planning Dept., Marketing & Sales Div.	Department Manager of Planning & Research Dept., Lifecycle Management & Marketing Unit
Yuji Sato	Department Manager of PT Planning Dept., Pharmaceutical Technology Div.	Senior Specialist of PT Planning Dept., Pharmaceutical Technology Div.
Mayumi Tohya	Department Manager of CMC Development Dept., Pharmaceutical Technology Div.	Department Manager of Corporate Planning Dept., Chugai Pharma Manufacturing Co., Ltd.
Yasuyuki Sakai	Department Manager of Production Engineering Dept., Pharmaceutical Technology Div.	Plant Manager of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.

Senior Specialist

Name	New Responsibilities	Old Responsibilities
Keiichi Nakabayashi	Senior Specialist of Research Div.	Department Manager of Business Development Dept., Lifecycle Management & Marketing Unit

Subsidiary

Name	New Responsibilities	Old Responsibilities
Yoshiaki Someya	Chugai Pharma Science (Beijing) Co., Ltd. (President) and Branch Manager of Project & Lifecycle Management Unit Taipei Branch	Chugai Pharma Science (Beijing) Co., Ltd. (President) and Branch Manager of Portfolio Management Unit Taipei Branch
Hisayuki Takahata	Chugai Pharma Manufacturing Co., Ltd. (President)	Plant Manager of Utsunomiya Plant, Chugai Pharma Manufacturing Co., Ltd.