



Organizational and Personnel Changes

TOKYO, February 1, 2018 - [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced today the following organizational changes, effective April 1, 2018, and personnel changes, effective March 22, 2018 and April 1, 2018.

【Details of Organizational Changes】

Effective April 1, 2018

- Establishment of organization to promote personalized healthcare (PHC)

PHC Strategy Dept. will be newly established in the Project & Lifecycle Management Unit as an organization responsible for planning and executing strategies for the realization of PHC, including cancer genome medicine, while also enhancing the organization to promote PHC2.0 (Personalized Healthcare 2.0) developed by the Roche Group.

Functions of PHC Strategy Dept.

1. Domestic commercialization and product value maximization of Foundation Medicine Inc.'s (FMI) "Comprehensive Genomic Profiling Service"
2. Enhancement of R&D activities through the sophistication and planning of mid to long-term PHC and biomarker strategies, centered around genomic medicine, toward the further realization of PHC

- Structural and functional reorganization related to clinical development

1. Integration of clinical study management functions

In order to conduct all clinical studies in compliance with GCP* according to the global standard of quality and speed, clinical study management functions currently in the Translational Clinical Research (TCR), Clinical Development (CD), and Medical Affairs (MA) divisions, will be integrated into the Clinical Study Management Dept. in CD Div. With this integration, TCR Study Management Dept. will be abolished, and TCR Operation Dept. will be integrated into TCR Science & Strategy Dept. Functions for clinical study planning will remain within the respective divisions (TCR Div., CD Div. and MA Div.).

2. Establishment of Clinical Information & Intelligence Dept. in CD Div.

In order to respond to the considerable changes in the business environment, Clinical Information & Intelligence Dept. will be newly established in the CD Div. to work as a hub for all data collection, management, analysis and transmissions regarding clinical development activities to strengthen data utilization and intelligence functions, which enable the planning of optimal clinical development strategies.

3. Establishment of Clinical Pharmacology Dept. in TCR Div.

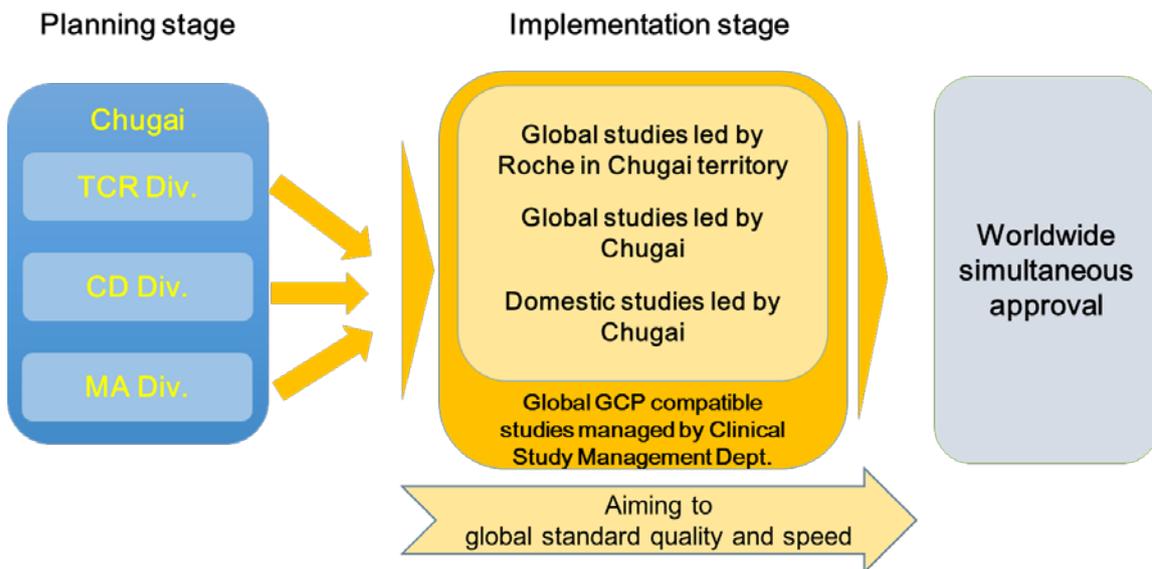
The importance of clinical pharmacology functions in the research and development of pharmaceutical products is increasing, and with the recognition that the clinical pharmacology function requires further enhancement in order to maintain the competitive advantage of the Company, Clinical Pharmacology Dept. will be newly established in the TCR Div. to enhance the cooperation with the respective divisions, including the Research Div. which accelerate early acquisition of PoC**.

*: Good Clinical Practice (Standard practice for conducting clinical studies of pharmaceutical products)

** : Proof of Concept (Demonstration that the therapeutic effects conceived in the research stage is effective in clinical setting)

<Image of clinical development after integration of clinical study management functions>

In the planning stages, the respective divisions will design clinical studies according to the missions of the respective organizations. Clinical Development Management Dept. will be responsible for conducting all of the GCP compatible clinical studies designed by the respective companies and divisions.



【Details of Personnel Changes】

Effective March 22, 2018

Director

Name	New Responsibility	Current Responsibility
Yoshio Itaya	Full-time Senior Advisor	Director, Executive Vice President and CFO General Manager of Finance Supervisory Div. In charge of IT Supervisory Div.

Vice President

Name	New Responsibility	Current Responsibility
Toshiaki Itagaki	Vice President and CFO General Manager of Finance Supervisory Div., General Manager of IT Supervisory Div. and General Manager of Finance & Accounting Dept.	Vice President General Manager of IT Supervisory Div. and General Manager of Finance & Accounting Dept.

Effective April 1, 2018

- Implementation of Executive Vice President System

The company will implement a new governance system with Executive Vice Presidents (“Executive Vice President system”) where their supervisory responsibilities for divisions and functions are clearly divided and defined, aiming to speed up and enhance quality of decision-making and business operations.

Executive Vice President will be a member of the Executive Committee.

Directors

Name	New Responsibilities	Current Responsibilities
Motoo Ueno	Representative Director, Deputy Chairman Executive Officer in charge of Corporate Social Responsibility, Risk Management, Compliance and Audit	Representative Director, Deputy Chairman Corporate Social Responsibility Dept., Audit Dept.
Tatsuro Kosaka	Representative Director, CEO Executive Officer in charge of Pharmaceutical Technology, Marketing & Sales and External Affairs	Representative Director, CEO

Vice Presidents

Name	New Responsibilities	Current Responsibilities
Shinya Unno	Executive Vice President In charge of Human Resources Management, Human Capital Development, Legal, General Affairs, and Secretarial And General Manager of Human Resources Supervisory Div.	Senior Vice President General Manager of Human Resources Supervisory Div. General Affairs, Secretarial
Yasushi Ito	Executive Vice President In charge of Project & Lifecycle Management (R&D), Regulatory & Quality Management, Clinical Development, Drug Safety and Medical Affairs And Co-Head of Project & Lifecycle Management Unit	Senior Vice President Head of Project & Lifecycle Management Unit In charge of Regulatory & Quality Management, Clinical Development, Drug Safety, Medical Affairs

Vice Presidents (cont.)

Name	New Responsibilities	Current Responsibilities
Osamu Okuda	Executive Vice President In charge of Project & Lifecycle Management (Marketing) and Corporate Planning And Co-Head of Project & Lifecycle Management Unit	Senior Vice President General Manager of Corporate Planning Dept.
Hisafumi Okabe	Executive Vice President In charge of Research and Translational Clinical Research And General Manager of Translational Clinical Research Div.	Senior Vice President In charge of Research, Translational Clinical Research
Toshiaki Itagaki	Executive Vice President and CFO In charge of Finance & Accounting, Corporate Communication, Information System and Purchasing And General Manager of Finance Supervisory Div., General Manager of IT Supervisory Div. and General Manager of Finance & Accounting Dept.	Vice President General Manager of IT Supervisory Div. General Manager of Finance & Accounting Dept.
Susumu Kato	Senior Vice President Special Mission for CEO	Senior Vice President General Manager of Marketing & Sales Div.
Yoshiaki Ohashi	Senior Vice President Head of Quality & Regulatory Compliance Unit and General Manager of Drug Safety Div.	Vice President Head of Quality & Regulatory Compliance Unit and General Manager of Drug Safety Div.
Toshihiko Komori	Vice President In charge of Intellectual Property Dept., Project & Lifecycle Management Unit	Vice President General Manager of Translational Clinical Research Div.
Hiroshi Murata	Vice President General Manager of Pharmaceutical Technology Div.	Associate Vice President General Manager of Pharmaceutical Technology Div.
Shinji Hidaka	Vice President General Manager of Medical Affairs Div.	Vice President Deputy General Manager of Marketing & Sales Div.(Marketing & Sales Promotion)

Vice Presidents (cont.)

Name	New Responsibilities	Current Responsibilities
Tsunanori Sato	Vice President General Manager of Marketing & Sales Div.	Associate Vice President Head of Kansai Regional Management Office, Marketing & Sales Div.
Hiroyuki Matsumoto	Vice President Head of Kanto-Minami Regional Management Office, Marketing & Sales Div.	Associate Vice President Deputy General Manager of Marketing & Sales Div. (Marketing & Sales Planning, Customer Relationship Management, Wholesaler Business Planning) and Department Manager of Wholesaler Business Planning Dept., Marketing & Sales Div.
Minoru Watanabe	Vice President General Manager of Corporate Planning Dept.	Associate Vice President General Manager of Research Div.

Associate Vice Presidents

Name	New Responsibilities	Current Responsibilities
Junichi Nezu	Associate Vice President General Manager of Research Div. and Department Manager of Discovery Pharmacology Dept., Research Div.	Deputy General Manager of Research Div. and Department Manager of Discovery Pharmacology Dept., Research Div.
Ryuuichi Kikuchi	Associate Vice President Deputy General Manager of Drug Safety Div.	Associate Vice President General Manager of Medical Affairs Div.
Tsukasa Kusano	Associate Vice President Deputy General Manager of Marketing & Sales Div. (Marketing & Sales Promotion)	Department Manager of Primary Lifecycle Management Dept., Project & Lifecycle Management Unit
Yoshiyuki Ishida	Associate Vice President Deputy General Manager of Marketing & Sales Div. (Marketing & Sales Planning, Customer Relationship Management, Wholesaler Business Planning) and Department Manager of Marketing & Sales Planning Dept., Marketing & Sales Div.	Department Manager of Marketing & Sales Planning Dept., Marketing & Sales Div.

Associate Vice Presidents (cont.)

Name	New Responsibilities	Current Responsibilities
Masatoshi Takada	Associate Vice President Head of Kansai Regional Management Office, Marketing & Sales Div.	Head of Chugoku & Shikoku Regional Management Office, Marketing & Sales Div.
Masahiko Uchida	Associate Vice President General Manager of Corporate Communications Dept.	General Manager of Corporate Communications Dept.

Deputy General Managers

Name	New Responsibilities	Current Responsibilities
Takanori Muto	Deputy General Manager of Pharmaceutical Technology Div. and Department Manager of CMC Development Dept., Pharmaceutical Technology Div.	Department Manager of CMC Development Dept., Pharmaceutical Technology Div.
Shinya Takuma	Deputy General Manager of Pharmaceutical Technology Div. and President of Chugai Pharma Manufacturing Co., Ltd.	President of Chugai Pharma Manufacturing Co., Ltd.

Department Managers

Name	New Responsibilities	Current Responsibilities
Hiroshi Motegi	Department Manager of Primary Lifecycle Management Dept., Project & Lifecycle Management Unit	Senior Specialist of Primary Lifecycle Management Dept., Project & Lifecycle Management Unit
Kosuke Iijima	Department Manager of PHC Strategy Dept., Project & Lifecycle Management Unit	Senior Specialist of Primary Lifecycle Management Dept., Project & Lifecycle Management Unit
Kimio Terao	Department Manager of Clinical Pharmacology Dept., Translational Clinical Research Div.	Deputy Department Manager of Translational Clinical Research Science & Strategy Dept., Translational Clinical Research Div.
Shinichi Tsujimoto	Department Manager of Clinical Information & Intelligence Dept., Clinical Development Div.	Department Manager of Clinical Operation Dept., Clinical Development Div.
Seiji Shibata	Department Manager of Clinical Operation Dept., Clinical Development Div.	President of Chugai Clinical Research Center Co., Ltd.

Department Managers (cont.)

Name	New Responsibilities	Current Responsibilities
Tetsuya Hirahara	Department Manager of Clinical Study Management Dept., Clinical Development Div.	Chugai Pharma Europe Ltd. (Head of Development Div.)
Takashi Uchio	Department Manager of PT Planning Dept., Pharmaceutical Technology Div.	Department Manager of API Process Development Dept., Pharmaceutical Technology Div.
Tetsuya Ichimura	Department Manager of Supply Chain Management Dept., Pharmaceutical Technology Div.	Senior Specialist of Supply Chain Management Dept., Pharmaceutical Technology Div.
Hidenari Yamada	Department Manager of API Process Development Dept., Pharmaceutical Technology Div.	Deputy Department Manager of API Process Development Dept. (Biotechnology), Pharmaceutical Technology Div.
Hiroshi Takahashi	Department Manager of Wholesaler Business Planning Dept., Marketing & Sales Div.	Senior Specialist of Wholesaler Business Planning Dept., Marketing & Sales Div.
Toshio Okita	Head of Chugoku-Shikoku Regional Management Office, Marketing & Sales Div.	Manager of Area Strategy Execution Group, Kanto-Minami Regional Management Office, Marketing & Sales Div.

Senior Specialists

Name	New Responsibilities	Current Responsibilities
Yuji Hayashi	Senior Specialist of Translational Clinical Research Science & Strategy Dept., Translational Clinical Research Div.	Department Manager of Translational Clinical Research Operation Dept., Translational Clinical Research Div.
Keiichi Saijo	Senior Specialist of Supply Chain Management Dept., Pharmaceutical Technology Div.	Department Manager of Supply Chain Management Dept., Pharmaceutical Technology Div.
Toshiro Kozono	Senior Specialist of Pharmaceutical Technology Div.	Department Manager of Corporate Planning Dept., Chugai Pharma Manufacturing Co., Ltd.
Kei Nishii	Senior Specialist of PT Planning Dept., Pharmaceutical Technology Div.	Plant Manager of Utsunomiya Plant, Chugai Pharma Manufacturing Co., Ltd.

Subsidiaries

Name	New Responsibilities	Current Responsibilities
Shigehiro Yamada	Department Manager of Corporate Planning Dept., Chugai Pharma Manufacturing Co., Ltd.	Department Manager of PT Planning Dept., Pharmaceutical Technology Div.
Yo Aiba	Plant Manager of Utsunomiya Plant, Chugai Pharma Manufacturing Co., Ltd.	Senior Specialist of Utsunomiya Plant, Chugai Pharma Manufacturing Co., Ltd.
Shingo Koganezawa	President of Chugai Clinical Research Center Co., Ltd.	Department Manager of Clinical Study Management Dept., Clinical Development Div.
Joris Debie	Chugai Pharma USA, Inc. and Deputy Department Manager of Clinical Study Management Dept. (Early clinical research), Clinical Development Div.	Chugai Pharma USA, Inc. and Department Manager of Translational Clinical Research Study Management Dept., Translational Clinical Research Div.