TOKYO, January 30, 2020 -- Chugai Pharmaceutical Co., Ltd. (TOKYO: 4519) announced today the following organizational changes, effective April 1, 2020, and personnel changes, effective March 30 and April 1, 2020.

[Details of Organizational Changes]

Effective April 1, 2020

1. Abolition of Secretarial Dept. and reorganization of secretarial function
   To enable efficient and flexible executive support, Secretarial Dept. will be integrated into General Affairs Dept., where Secretarial Office will be newly established. In addition, functions related to executive compensation will be transferred from Secretarial Dept. to Human Resources Management Dept. in order to integrate operation of the executive compensation system (directors and executive officers) and the personnel systems.

2. Abolition of PV & Safety Science Dept., and reorganization into two new departments (Drug Safety Div.)
   To establish a safety strategy function capable of handling various new businesses, PV & Safety Science Dept. will be abolished and replaced by Safety Strategy Dept. and Pharmacovigilance Dept., which are newly established with the following aims.
   - Safety Strategy Dept.: to strengthen the safety science function
   - Pharmacovigilance Dept.: to improve efficiency and quality of the individual case safety report/the adverse drug reaction management

3. Renaming of Business Assessment Dept. (Project & Lifecycle Management Unit)
   Business Assessment Dept. will be renamed Business Insights & Strategy Dept. in order to describe the department’s roles and mission more accurately and to ensure consistency with its counterpart at Roche while the Company will streamline and strengthen functions to capture business insights and create business strategies for in-house projects in early stages of development.
[Details of Personnel Changes]
Effective March 30, 2020

Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tatsuro Kosaka</td>
<td>Representative Director, Chairman</td>
<td>Representative Director, President, CEO</td>
</tr>
<tr>
<td></td>
<td>Chief Executive Officer (CEO)</td>
<td>Supervisory responsibility for External Affairs, Pharmaceutical Technology, and Marketing &amp; Sales</td>
</tr>
<tr>
<td></td>
<td>Supervisory responsibility for Corporate Planning, Business Development, External Affairs, and Foundation Medicine</td>
<td>Supervisory responsibility for External Affairs, Pharmaceutical Technology, and Marketing &amp; Sales</td>
</tr>
<tr>
<td>Osamu Okuda</td>
<td>Representative Director, President</td>
<td>Executive Vice President</td>
</tr>
<tr>
<td></td>
<td>Chief Operating Officer (COO)</td>
<td>Supervisory responsibility for Project &amp; Lifecycle Management (Marketing), Foundation Medicine, Corporate Planning, and Business Development</td>
</tr>
<tr>
<td></td>
<td>Supervisory responsibility for Project &amp; Lifecycle Management, Regulatory &amp; Quality Management, Clinical Development, Pharmaceutical Technology, Drug Safety, Medical Affairs, and Marketing &amp; Sales</td>
<td>Co-Head of Project &amp; Lifecycle Management Unit</td>
</tr>
<tr>
<td></td>
<td>Co-Head of Project &amp; Lifecycle Management Unit</td>
<td></td>
</tr>
<tr>
<td>Mariko Momoi</td>
<td>Director</td>
<td></td>
</tr>
</tbody>
</table>

- Osamu Nagayama is scheduled to retire from Representative Director, Chairman as of March 30, 2020 and to be appointed as Honorary Chairman.
- Yasuo Ikeda is scheduled to retire from Director as of March 30, 2020.
- The appointment of Osamu Okuda and Mariko Momoi as Directors is subject to approval at the 109th Annual General Meeting of Shareholders, which is scheduled to be convened on March 30, 2020.

Executive officer

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yasushi Ito</td>
<td>Executive Vice President</td>
<td>Executive Vice President</td>
</tr>
<tr>
<td></td>
<td>Co-Head of Project &amp; Lifecycle Management Unit</td>
<td>Supervisory responsibility for Project &amp; Lifecycle Management (R&amp;D), Regulatory &amp; Quality Management, Clinical Development, Drug Safety, and Medical Affairs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Co-Head of Project &amp; Lifecycle Management Unit</td>
</tr>
</tbody>
</table>
Audit & Supervisory Board Member

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenichi Masuda</td>
<td>Audit &amp; Supervisory Board Member</td>
<td></td>
</tr>
</tbody>
</table>

- The appointment of Kenichi Masuda as Audit & Supervisory Board Member is subject to approval at the 109th Annual General Meeting of Shareholders, which is scheduled to be convened on March 30, 2020.
- Hisashi Hara is scheduled to retire from Audit & Supervisory Board Member as of March 30, 2020.

Effective April 1, 2020

Director

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Osamu Okuda</td>
<td>Representative Director, President COO</td>
<td>Representative Director, President COO</td>
</tr>
<tr>
<td></td>
<td>Co-Head of Project &amp; Lifecycle Management Unit</td>
<td></td>
</tr>
</tbody>
</table>

Executive officers

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>New Responsibilities</td>
<td>Current Responsibilities</td>
</tr>
<tr>
<td>---------------------</td>
<td>--------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Toshiaki Itagaki</td>
<td>Executive Vice President</td>
<td>Executive Vice President</td>
</tr>
<tr>
<td></td>
<td>Chief Financial Officer (CFO)</td>
<td>CFO</td>
</tr>
<tr>
<td></td>
<td>Supervisory responsibility for Finance &amp; Accounting, Corporate</td>
<td>Supervisory responsibility for Finance &amp; Accounting, Corporate</td>
</tr>
<tr>
<td></td>
<td>Communication, Purchasing, Digital Strategy, and IT Solution</td>
<td>Communication, Purchasing, Digital Strategy, and IT Solution</td>
</tr>
<tr>
<td></td>
<td>General Manager of Finance</td>
<td>General Manager of Finance</td>
</tr>
<tr>
<td>Tetsuya Yamaguchi</td>
<td>Senior Vice President</td>
<td>Vice President</td>
</tr>
<tr>
<td></td>
<td>General Manager of Corporate Planning Dept. and Head of Foundation Medicine Unit</td>
<td>General Manager of Business Development Dept.</td>
</tr>
<tr>
<td>Mark Noguchi</td>
<td>Senior Vice President</td>
<td>Vice President</td>
</tr>
<tr>
<td></td>
<td>General Manager of Business Development Dept.</td>
<td>General Manager of Corporate Planning Dept. and Head of Foundation Medicine Unit</td>
</tr>
<tr>
<td>Minoru Watanabe</td>
<td>Vice President</td>
<td>Vice President</td>
</tr>
<tr>
<td></td>
<td>Head of Project &amp; Lifecycle Management Unit</td>
<td>General Manager of Corporate Planning Dept. and Head of Foundation Medicine Unit</td>
</tr>
<tr>
<td>Shinji Hidaka</td>
<td>Vice President</td>
<td>Vice President</td>
</tr>
<tr>
<td></td>
<td>General Manager of Marketing &amp; Sales Div.</td>
<td>General Manager of Medical Affairs Div.</td>
</tr>
<tr>
<td>Yoshiyuki Yano</td>
<td>Vice President</td>
<td>Vice President</td>
</tr>
<tr>
<td></td>
<td>General Manager of Human Resources Supervisory Div. and General Manager of Human Resources Management Dept.</td>
<td>General Manager of Human Resources Management Dept.</td>
</tr>
<tr>
<td>Junichi Nezu</td>
<td>Vice President</td>
<td>Associate Vice President</td>
</tr>
<tr>
<td></td>
<td>General Manager of Research Div.</td>
<td>General Manager of Research Div.</td>
</tr>
<tr>
<td>Tsukasa Kusano</td>
<td>Vice President</td>
<td>Associate Vice President</td>
</tr>
<tr>
<td>Kaori Ouchi</td>
<td>Vice President</td>
<td>Department Manager of Medical Science Dept., Medical Affairs Div.</td>
</tr>
</tbody>
</table>
### Executive officers (Cont.)

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masatoshi Takada</td>
<td>Vice President</td>
<td>Associate Vice President</td>
</tr>
<tr>
<td></td>
<td>Head of Kansai Regional</td>
<td>Head of Kansai Regional</td>
</tr>
</tbody>
</table>

- Yasushi Ito is scheduled to retire from Executive Vice President as of March 31, 2020.
- Toshihiko Komori, Hisanori Takanashi, Tsunanori Sato, and Kouichi Nishikawa are scheduled to retire from Vice Presidents as of March 31, 2020. Hisanori Takanashi is scheduled to be appointed as an Advisor (full-time).

### Associate Vice Presidents

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shinya Takuma</td>
<td>Associate Vice President</td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and President of Chugai Pharma Manufacturing Co., Ltd.</td>
</tr>
<tr>
<td></td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and President of Chugai Pharma Manufacturing Co., Ltd.</td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and Department Manager of PT Planning Dept.</td>
</tr>
<tr>
<td>Takanori Muto</td>
<td>Associate Vice President</td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and Department Manager of PT Planning Dept.</td>
</tr>
<tr>
<td></td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and Department Manager of PT Planning Dept.</td>
<td>Deputy General Manager of Pharmaceutical Technology Div. and Department Manager of PT Planning Dept.</td>
</tr>
</tbody>
</table>

- Masahito Nagura is scheduled to retire from Associate Vice President as of March 31, 2020.

### General Managers and Department Managers

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kazuya Usuda</td>
<td>General Manager of Finance &amp; Accounting Dept.</td>
<td>Senior Specialist of Finance &amp; Accounting Dept.</td>
</tr>
<tr>
<td>Kae Miyata</td>
<td>General Manager of Purchasing Dept.</td>
<td>Senior Specialist of Corporate Communications Dept.</td>
</tr>
<tr>
<td>Kouki Harada</td>
<td>General Manager of General Affairs Dept.</td>
<td>Senior Specialist of Audit Dept.</td>
</tr>
<tr>
<td>Naoto Awaji</td>
<td>Department Manager of Clinical Information &amp; Intelligence Dept., Clinical Development Div.</td>
<td>Senior Specialist of Clinical Information &amp; Intelligence Dept., Clinical Development Div.</td>
</tr>
<tr>
<td>Name</td>
<td>New Responsibilities</td>
<td>Current Responsibilities</td>
</tr>
<tr>
<td>-----------------------</td>
<td>----------------------------------------------------------</td>
<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td>Takahito Yamada</td>
<td>Department Manager of Business Insights &amp; Strategy Dept., Project &amp; Lifecycle Management Unit</td>
<td>Department Manager of Business Assessment Dept., Project &amp; Lifecycle Management Unit</td>
</tr>
</tbody>
</table>

**Group Companies**

<table>
<thead>
<tr>
<th>Name</th>
<th>New Responsibilities</th>
<th>Current Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hirokazu Furuta</td>
<td>President of Chugai Clinical Research Center Co., Ltd.</td>
<td>Department Manager of Clinical Operation Dept., Clinical Development Div.</td>
</tr>
<tr>
<td>Hidekazu Haramoto</td>
<td>Plant Manager of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.</td>
<td>Senior Specialist of Pharmaceutical Technology Div.</td>
</tr>
<tr>
<td>Kenji Kamada</td>
<td>Department Manager of Quality Development Dept., Chugai Pharma Manufacturing Co., Ltd.</td>
<td>Senior Specialist of R&amp;D Portfolio Management Dept., Project &amp; Lifecycle Management Unit</td>
</tr>
</tbody>
</table>