



Organizational and Personnel Changes

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

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

- 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

Name	New Responsibilities	Current Responsibilities
Yasushi Ito	Executive Vice President Co-Head of Project & Lifecycle Management Unit	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (R&D), Regulatory & Quality Management, Clinical Development, Drug Safety, and Medical Affairs Co-Head of Project & Lifecycle Management Unit

Audit & Supervisory Board Member

Name	New Responsibilities	Current Responsibilities
Kenichi Masuda	Audit & Supervisory Board Member	

- 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

Name	New Responsibilities	Current Responsibilities
Osamu Okuda	Representative Director, President COO Supervisory responsibility for Project & Lifecycle Management, Regulatory & Quality Management, Clinical Development, Pharmaceutical Technology, Drug Safety, Medical Affairs, and Marketing & Sales	Representative Director, President COO Supervisory responsibility for Project & Lifecycle Management, Regulatory & Quality Management, Clinical Development, Pharmaceutical Technology, Drug Safety, Medical Affairs, and Marketing & Sales Co-Head of Project & Lifecycle Management Unit

Executive officers

Name	New Responsibilities	Current Responsibilities
Shinya Unno	Deputy President Supervisory responsibility for Human Resources Management, Human Capital Development, Legal, Intellectual Property, and General Affairs In charge of General Affairs Dept.	Executive Vice President Supervisory responsibility for Human Resources Management, Human Capital Development, Legal, Intellectual Property, General Affairs, and Secretarial General Manager of Human Resources Supervisory Div. In charge of General Affairs Dept. and Secretarial Dept.

Executive officers (Cont.)

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

Executive officers (Cont.)

Name	New Responsibilities	Current Responsibilities
Masatoshi Takada	Vice President Head of Kansai Regional Management Office, Marketing & Sales Div.	Associate Vice President Head of Kansai Regional Management Office, Marketing & Sales Div.

- 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

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

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

General Managers and Department Managers

Name	New Responsibilities	Current Responsibilities
Kazuya Usuda	General Manager of Finance & Accounting Dept.	Senior Specialist of Finance & Accounting Dept.
Kae Miyata	General Manager of Purchasing Dept.	Senior Specialist of Corporate Communications Dept.
Kouki Harada	General Manager of General Affairs Dept.	Senior Specialist of Audit Dept.
Shinichi Tsujimoto	Department Manager of Clinical Operation Dept., Clinical Development Div.	Department Manager of Clinical Information & Intelligence Dept., Clinical Development Div.
Naoto Awaji	Department Manager of Clinical Information & Intelligence Dept., Clinical Development Div.	Senior Specialist of Clinical Information & Intelligence Dept., Clinical Development Div.
Kenji Maeda	Department Manager of API Process Development Dept., Pharmaceutical Technology Div.	Senior Specialist of API Process Development Dept., Pharmaceutical Technology Div.

General Managers and Department Managers (Cont.)

Name	New Responsibilities	Current Responsibilities
Shin Yoshida	Department Manager of Drug Safety Coordination Dept., Drug Safety Div.	Department Manager of Risk Communication Dept., Drug Safety Div.
Tatsuya Kamiuchi	Department Manager of Risk Communication Dept., Drug Safety Div.	Senior Specialist of Risk Communication Dept., Drug Safety Div.
Hidehiro Tabata	Department Manager of Safety Strategy Dept., Drug Safety Div.	Specialist of Risk Communication Dept., Drug Safety Div.
Masahiko Shibata	Department Manager of Pharmacovigilance Dept., Drug Safety Div.	Senior Specialist of PV & Safety Science Dept., Drug Safety Div.
Takahito Yamada	Department Manager of Business Insights & Strategy Dept., Project & Lifecycle Management Unit	Department Manager of Business Assessment Dept., Project & Lifecycle Management Unit

Group Companies

Name	New Responsibilities	Current Responsibilities
Hirokazu Furuta	President of Chugai Clinical Research Center Co., Ltd.	Department Manager of Clinical Operation Dept., Clinical Development Div.
Hidekazu Haramoto	Plant Manager of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.	Senior Specialist of Pharmaceutical Technology Div.
Kenji Kamada	Department Manager of Quality Development Dept., Chugai Pharma Manufacturing Co., Ltd.	Senior Specialist of R&D Portfolio Management Dept., Project & Lifecycle Management Unit

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