



## Organizational and Personnel Changes Chugai Proceeds Structural Reforms of Corporate Functions

TOKYO, July 27, 2020 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational changes effective October 1, 2020, and January 1, 2021, and personnel changes effective October 1, 2020.

### [Details of Organizational Changes]

#### 1. Structural Reforms of Corporate Functions

Human capital and structural reform is one of Chugai's main strategies in its mid-term business plan IBI 21 which aims to enhance the business platform to foster innovation. Organizational reforms, focusing on high value adding works, and thorough streamlining of business activities are among the efforts that Chugai undertakes to establish efficient and strong corporate functions. Chugai will make the changes below following the previously announced consolidation of Secretarial Dept. into General Affairs Dept. Consequently, the number of departments in the corporate functions will be reduced to fourteen in October from sixteen in January this year.

- 1) Integration of Human Resources Management Dept. and Human Capital Development Dept., and abolition of Human Capital Development Dept. (effective October 1, 2020)

Human Resources Management Dept. and Human Capital Development Dept. will be integrated in order to further coordinate the human resource management strategy, the human capital development strategy, and the company-wide human capital development system, and to increase efficiency in operations and logistics of training programs. Due to the reorganization, Chugai will abolish Human Capital Development Dept. and Human Resources Supervisory Division, which has been composed of the said two departments and Chugai Business Support Co., Ltd.

- 2) Organizational and business reforms concerning Chugai Business Solution Co., Ltd. (effective January 1, 2021)

Two group companies of Chugai in Japan, Chugai Business Support Co., Ltd. and Medical Culture Inc., will be integrated under a new trade name of Chugai Business Solution Co., Ltd. Chugai Business Support Co., Ltd. has been engaged in high-quality and low-cost operations for human resource management, accounting, general affairs, insurance services, and system operation management (transferred from IT solution Dept. in April this year). Medical Culture Inc. has been engaged in the retrieval and copy of medical literatures.

Transformed from the previous support companies, Chugai Business Solution Co., Ltd. will collectively conduct conventional common indirect works that can be consolidated and standardized within Chugai group as a support and solution provider with a higher productivity and an improved business quality in order to enhance the overall corporate value of the group.

2. Organizational and business reforms in Clinical Development Div. and Translational Research Div.  
(effective October 1, 2020)

1) Reorganization of Clinical Science & Strategy Dept. and Clinical Study Management Dept. into two new departments (Clinical Development Div.)

Clinical Science & Strategy Dept. and Clinical Study Management Dept. will be reorganized into newly established Oncology and Primary Clinical Development Depts. This aims to consolidate functions for planning and promotion of drug development, and to realize enhanced efficiency throughout the process from planning to operation.

2) Establishment of Clinical Process Strategy Dept. (Clinical Development Div.)

Clinical Process Strategy Dept. will be newly established in Clinical Development Div. to realize more strategic and efficient operation and further quality improvement by consolidating process/system management, transformation, and planning and promotion of strategies for all clinical trials including those for in-house projects. Clinical Process Strategy Dept. will partially take over clinical information & insights, clinical operation management & coordination, and quality management functions in Clinical Strategy and Resource Management Dept. Clinical solution functions in Clinical Study Management Dept. will be also transferred to the new department.

3) Rename of Biometrics Dept. (Clinical Development Div.)

The Japanese name of Biometrics Dept. will be changed to more properly represent its duties and missions considering the relationship with its counterpart at Roche. In order to promote automatic documentation, medical writing functions in Clinical Science & Strategy Dept. will be transferred to Biometrics Dept., which is responsible for biostatistics and data management.

4) Reform of missions and duties (Translational Research Div. and Clinical Development Div.)

Missions and duties of Project Planning & Coordination Dept. in Translational Research Div. and Clinical Strategy and Resource Management Dept. in Clinical Development Div. will be changed. This aims to consolidate clinical trial management functions (including budget and personnel controlling, domestic/overseas affiliate management, decision-making committees) spread in Translational Research Div. and Clinical Development Div., and to further improve efficiency and consistency by integrating management and information.

**[Details of Personnel Changes]**

**Effective October 1, 2020**

Executive officers

Name	New Responsibilities	Current Responsibilities
Shinya Unno	Deputy President Supervisory responsibility for Human Resources Management, Legal, Intellectual Property, and General Affairs In charge of General Affairs Dept.	Deputy President Supervisory responsibility for Human Resources Management, Human Capital Development, Legal, Intellectual Property, and General Affairs In charge of General Affairs Dept.
Yoshiyuki Yano	Vice President Head of Human Resources Management Dept.	Vice President Head of Human Resources Supervisory Div. and Head of Human Resources Management Dept.
Kaori Ouchi	Vice President Head of Medical Affairs Div.	Vice President Head of Medical Affairs Div. and Head of Medical Science Dept.

Department heads

Name	New Responsibilities	Current Responsibilities
Toshihiko Ohtomo	Head of Oncology Lifecycle Management Dept. Project & Lifecycle Management Unit	Head of Early Clinical Development Dept. Translational Research Div.
Tetsuya Hirahara	Head of Early Clinical Development Dept. Translational Research Div.	Head of Clinical Study Management Dept. Clinical Development Div.
Fuminori Shindoh	Head of Primary Clinical Development Dept. Clinical Development Div.	Head of Clinical Science & Strategy Dept. Clinical Development Div.
Takahiro Mizui	Head of Oncology Clinical Development Dept. Clinical Development Div.	Head of Development Division Chugai Pharma Europe Ltd.
Fumiaki Muto	Head of Clinical Process Strategy Dept. Clinical Development Div.	Deputy Head <Primary Development> Clinical Study Management Dept. Clinical Development Div.
Naoto Awaji	Head of Biometrics Dept. Clinical Development Div.	Head of Biometrics Dept. Clinical Development Div.

Department heads (cont.)

Takuya Nakagawa	Head of Medical Science Dept. Medical Affairs Div.	Lifecycle Leader (Atezolizumab) Oncology Lifecycle Management Dept. Project & Lifecycle Management Unit
Norihiko Kushido	Head of Medical Affairs Planning Dept. Medical Affairs Div.	Head of Medical Information Dept. Medical Affairs Div.
Yoshiaki Isshiki	Head of Medical Information Dept. Medical Affairs Div.	Head of Product Research Dept. Medical Affairs Div.
Yasushi Yoshimura	Head of Product Research Dept. Medical Affairs Div.	Head of Oncology Research Group1 Product Research Dept. Medical Affairs Div.
Koji Saito	Head of Primary Marketing & Sales Promotion Dept. Marketing & Sales Div.	Head of Kanto-Kita & Koshinetsu Regional Management Office Marketing & Sales Div.
Koji Tsukamoto	Head of Kanto-Kita & Koshinetsu Regional Management Office Marketing & Sales Div.	Head of Area Strategy Execution Group Kanto-Minami Regional Management Office Marketing & Sales Div.

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