



Organizational and Personnel Changes

TOKYO, February 4, 2021 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational changes, effective April 1, 2021, and personnel changes, effective March 23 and April 1, 2021, respectively.

[Details of Organizational Changes]

Effective April 1, 2021

1. Reorganization of Quality & Regulatory Compliance Unit

To strengthen the healthcare compliance management function, the current dual Promotion/Fair-Competition Code management systems in two organizations (Quality & Regulatory Compliance Unit/Marketing & Sales Div.) will be integrated and streamlined into Healthcare Compliance Dept., which will be newly established in Quality & Regulatory Compliance Unit. Regulatory Intelligence & Management Dept. will focus on regulatory management to meet additional operational needs and regulatory requirements for new modalities, and also to take immediate actions for the risk management.

2. Additional function of Medical Affairs Div.

Aiming to realize the personalized healthcare (PHC) through creation of unique evidences, Medical PHC Initiative Dept. will be newly established in Medical Affairs Div. to strengthen planning and promotion of post-marketing PHC strategies. The centralization aims to structure a system which provides PHC related information from various post-marketing clinical environments for the medical front, and to enable more sophisticated delivery of information.

3. Reorganization across Research Div. and Translational Research (TR) Div.

To strengthen and accelerate the seamless transition of in-house R&D projects from the non-clinical stage to the acquisition of clinical proof of concept* (PoC), Research Div. and TR Div. will be partially reorganized. In Research Div., Protein Science Dept. will be newly established while Discovery ADMET** Dept. will be abolished. In TR Div., Pharmaceutical Science Dept. and Non-clinical Safety Assessment Dept. will be newly established while Development ADMET Dept. and Clinical Pharmacology Dept. will be abolished.

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

** ADMET: Absorption, Distribution, Metabolism, Excretion, and Toxicity

[Details of Personnel Changes]

Effective March 23, 2021

Directors

Name	New Responsibilities	Current Responsibilities
Tatsuro Kosaka	Representative Director, Chairman Supervisory responsibility for Business Development and External Affairs	Representative Director, Chairman Chief Executive Officer (CEO) Supervisory responsibility for Corporate Planning, Business Development, External Affairs and Foundation Medicine
Osamu Okuda	Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for Clinical Development, Pharmaceutical Technology, Drug Safety, Medical Affairs, Marketing & Sales and Foundation Medicine	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

Audit & Supervisory Board Member

Name	New Responsibilities	Current Responsibilities
Yoshiaki Ohashi	Audit & Supervisory Board Member (Full-time)	Senior Vice President Special Mission for CEO

- The appointment of Yoshiaki Ohashi as Audit & Supervisory Board Member (Full-time) is subject to approval at the 110th Annual General Meeting of Shareholders, which is scheduled to be convened on March 23, 2021.
- Mamoru Togashi is scheduled to retire from Audit & Supervisory Board Member as of March 23, 2021.

Executive Officers

Name	New Responsibilities	Current Responsibilities
Hisafumi Okabe	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (R&D), Research and Translational Research	Executive Vice President Supervisory responsibility for Research and Translational Research
Tetsuya Yamaguchi	Executive Vice President Head of Project & Lifecycle Management Unit Supervisory responsibility for Project & Lifecycle Management (Marketing), Corporate Planning and Regulatory & Quality Management In charge of Corporate Planning Dept.	Senior Vice President Head of Project & Lifecycle Management Unit In charge of Corporate Planning Dept.

Effective April 1, 2021

Director

Name	New Responsibilities	Current Responsibilities
Tatsuro Kosaka	Representative Director, Chairman Supervisory responsibility for Business Development and External Affairs In charge of External Affairs Dept.	Representative Director, Chairman Supervisory responsibility for Business Development and External Affairs

Executive Officers

Name	New Responsibilities	Current Responsibilities
Junichi Ebihara	Senior Vice President In charge of Legal Dept. and Intellectual Property Dept.	Senior Vice President Head of Legal Dept. In charge of Intellectual Property Dept.
Shinya Takuma	Vice President Head of Pharmaceutical Technology Div. and President of Chugai Pharma Manufacturing Co., Ltd.	Associate Vice President Head of Pharmaceutical Technology Div. and President of Chugai Pharma Manufacturing Co., Ltd.

- Keiji Kono is scheduled to retire from Senior Vice President as of March 31, 2021.
- Hiroshi Murata and Masatoshi Takada are scheduled to retire from Vice Presidents as of March 31, 2021.

Department Heads

Name	New Responsibilities	Current Responsibilities
Sachiko Shiono	Head of Legal Dept.	Head of Group 2, Legal Dept.
Masato Wakai	Head of Healthcare Compliance Dept., Quality & Regulatory Compliance Unit	Deputy Head of Regulatory Intelligence & Management Dept., Quality & Regulatory Compliance Unit
Megumi Yoneyama	Head of Regulatory Intelligence & Management Dept., Quality & Regulatory Compliance Unit	Head of Regulatory Compliance Group, Regulatory Intelligence & Management Dept., Quality & Regulatory Compliance Unit
Hiroko Konishi	Head of Protein Science Dept., Research Div.	Head of Discovery Biologics Dept., Research Div.
Taichi Kuramochi	Head of Discovery Biologics Dept., Research Div.	Chugai Pharmabody Research Pte. Ltd.
Akihide Sato	Head of Research Planning Dept., Research Div.	Head of Project Planning & Coordination Dept., Translational Research Div.
Norihiro Awaya	Head of Project Planning & Coordination Dept., Translational Research Div.	Executive Scientific Director, Translational Research Div.
Kimio Terao	Head of Pharmaceutical Science Dept., Translational Research Div.	Head of Clinical Pharmacology Dept., Translational Research Div.
Hiromi Suzuki	Head of Non-clinical Safety Assessment Dept., Translational Research Div.	Head of Development ADMET Dept. and Head of Development Safety Group, Translational Research Div.
Yuji Yamanaka	Head of Formulation Development Dept., Pharmaceutical Technology Div.	Deputy Head of Formulation Development Dept. and Head of Device Group, Pharmaceutical Technology Div.
Osamu Kondoh	Head of Medical PHC Initiative Dept., Medical Affairs Div.	Head of Oncology Research Group 1, Product Research Dept., Medical Affairs Div.

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