



Organizational and Personnel Changes

TOKYO, April 27, 2023 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective July 1, 2023.

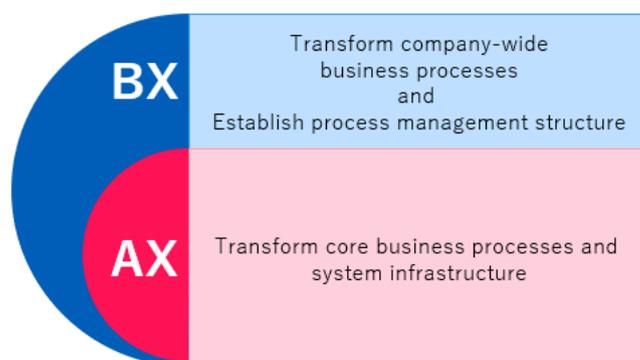
[Details of Organizational Changes]

1. Establishment of Business Transformation Dept.

ASPIRE* Transformation (AX) Dept. has been established to implement the next-generation core business infrastructure (ERP: enterprise resource planning system) and to conduct company-wide reforms of business processes and organizations, effective January 1, 2023. Business Transformation (BX) Dept. will be newly established as an organization responsible for transforming business processes that conform to the new operating model and establishing a process management structure, in order to increase the operational efficiency of the entire Chugai Group with the activities of ASPIRE program as the starting point. The company-wide transformation will be advanced under the two frameworks for action, AX and BX.

- Business Transformation Dept. will be newly established.

* ASPIRE: The name of a business and digital transformation program that will deliver cutting-edge global standard processes and the next-generation ERP platforms across the Chugai Group



2. Reorganization of the Research Div.

To strengthen the pharmacology functions, improve organizational management and promote the integration of drug discovery technologies over therapeutic areas, Discovery Pharmacology 1 Dept. and Discovery Pharmacology 2 Dept. will be newly established, and Discovery Pharmacology Dept. will be dissolved. Specialty (i.e., excluding oncology) and Oncology functions will be retained in each new department.

- Discovery Pharmacology 1 Dept. will be newly established.
- Discovery Pharmacology 2 Dept. will be newly established.
- Discovery Pharmacology Dept. will be dissolved.

[Details of Personnel Changes]

Director

| Name | New Responsibilities | Current Responsibilities |
|-------------|--|--|
| Osamu Okuda | Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for Corporate Planning, ASPIRE Transformation, Business Transformation, Partnering, External Affairs and Audit In charge of Partnering Dept., External Affairs Dept., and Audit Dept. | Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for Corporate Planning, ASPIRE Transformation, Partnering, External Affairs and Audit In charge of Partnering Dept., External Affairs Dept., and Audit Dept. |

Vice President

| Name | New Responsibilities | Current Responsibilities |
|------------------|--|---|
| Norihisa Onozawa | Vice President Head of Corporate Planning Dept. In charge of ASPIRE Transformation Dept. and Business Transformation Dept. | Vice President Head of Corporate Planning Dept. In charge of ASPIRE Transformation Dept. |

Department Heads

| Name | New Responsibilities | Current Responsibilities |
|-------------------|--|--|
| Akiko Yamasaki | Head of Business Transformation Dept. | Head of Process Solution Group, Clinical Process Strategy Dept., Clinical Development Div. |
| Makoto Okazaki | Head of Discovery Pharmacology 1 Dept., Research Div. | Deputy Head of Discovery Pharmacology Dept. (Specialty 1) and Head of Specialty 1 Group, Discovery Pharmacology Dept., Research Div. |
| Takehisa Kitazawa | Head of Discovery Pharmacology 2 Dept., Research Div. | Head of Discovery Pharmacology Dept., Research Div. |

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