



Organizational and Personnel Changes

TOKYO, November 21, 2023 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective January 1, 2024.

[Details of Organizational Changes]

1. Rename of General Affairs Dept. and integration of ESG functions

Chugai will integrate its ESG (Environment, Society and Governance) functions and operate them in an integrated manner, in order to enhance the business foundation that supports sustainable growth and improving corporate value over the mid- to long-term.

- Change the name of General Affairs Dept. to ESG Dept.
- The environmental promotion function of Human Resources Management Dept. will be transferred to ESG Dept.
- Transfer the operational functions of Medical Affairs Planning Dept. to support research/education awareness and patient groups to ESG Dept.

2. Reorganization of Drug Safety Div.

In order to enhance safety science functions at each stage from development to post marketing, the Safety Science Dept. will be divided and reorganized to establish a Safety Science 1 Dept. and a Safety Science 2 Dept.

Chugai will enhance the safety science and data science capabilities necessary for translational research (TR), to realize advanced and accelerated planning of safety measures in the TR and early development phases, and improve the probability of success in obtaining PoC*.

And Chugai will consolidate and enhance the direct safety communication function, which is responsible for collecting and responding to information from the medical front lines and customer needs, and the safety measure planning and execution function, to maximize product value consistently from PoC* to launch and thereafter.

- Establishment of Safety Science 1 Dept.
- Establishment of Safety Science 2 Dept.
- Dissolution of Safety Science Dept.
- Dissolution of Safety Communication Dept.

* PoC (Proof of Concept): A demonstration that the therapeutic effect conceived in the research stage is effective in humans.

[Details of Personnel Changes]

Executive Officers

Name	New Responsibilities	Current Responsibilities
Tetsuya Yamaguchi	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (Marketing), Drug Safety, Medical Affairs, Foundation Medicine and Special Mission for CVF Head of Foundation Medicine Unit	Executive Vice President Supervisory responsibility for Project & Lifecycle Management (Marketing), Drug Safety, Medical Affairs and Foundation Medicine Head of Project & Lifecycle Management Unit and Head of Foundation Medicine Unit
Junichi Ebihara	Executive Vice President Supervisory responsibility for Legal and Intellectual Property In charge of Legal Dept., and Intellectual Property Dept.	Executive Vice President Supervisory responsibility for Legal, Intellectual Property, General Affairs, Risk Management, Compliance and Quality & Regulatory Compliance In charge of Legal Dept., Intellectual Property Dept. and General Affairs Dept.
Shinji Hidaka	Executive Vice President Supervisory responsibility for Marketing & Sales	Executive Vice President Supervisory responsibility for Marketing & Sales Head of Marketing & Sales Div.
Yoshiyuki Yano	Executive Vice President Supervisory responsibility for Human Resource Management and ESG In charge of Human Resources Management Dept. and ESG Dept.	Executive Vice President Supervisory responsibility for Human Resource Management and EHS In charge of Human Resources Management Dept.
Tsukasa Kusano	Vice President Head of Project & Lifecycle Management Unit	Vice President Head of Clinical Development Div.
Kaori Ouchi	Vice President Supervisory responsibility for Risk Management, Compliance and Quality & Regulatory Compliance	Vice President Head of Drug Safety Div.
Shinya Takuma	Vice President Head of Manufacturing Technology Div.	Vice President Head of Manufacturing Technology Div. and Chugai Pharma Manufacturing Co., Ltd. (President)

Hitoshi Iikura	Vice President Head of Translational Research Div.	Vice President Head of Research Div.
Masayoshi Higuchi	Vice President Head of Quality & Regulatory Compliance Unit and Head of Business Strategy & Compliance Dept. In charge of Risk & Compliance Dept.	Vice President Head of Quality & Regulatory Compliance Unit In charge of Risk & Compliance Dept.

Associate Vice President

Name	New Responsibilities	Current Responsibilities
Tomoyuki Igawa	Associate Vice President Head of Research Div.	Associate Vice President Head of Translational Research Div.

Division Heads and Department Heads

Name	New Responsibilities	Current Responsibilities
Takahiro Mizui	Head of Clinical Development Div.	Head of Oncology Clinical Development Dept., Clinical Development Div.
Tatsuya Kamiuchi	Head of Drug Safety Div.	Head of Safety Science Dept., Drug Safety Div.
Junichi Takano	Head of Marketing & Sales Div.	Head of Oncology Marketing Dept., Marketing & Sales Div.
Koichi Hasegawa	Head of ESG Dept.	Head of Business Strategy & Compliance Dept., FNBP of Quality & Regulatory Compliance Unit and Finance & Accounting Dept.
Motoki Shimizu	Head of Regulatory Intelligence & Management Dept., Quality & Regulatory Compliance Unit	Head of Quality Management Dept., Manufacturing Technology Div.
Tomoya Murakami	Head of Oncology Clinical Development Dept., Clinical Development Div.	Deputy Head of Early Clinical Development Dept., Translational Research Div.
Ikue Suzuki	Head of Clinical Process Strategy Dept., Clinical Development Div.	Deputy Head of Clinical Process Strategy Dept. (Quality Management), Clinical Development Div.
Toshiro Tsutsumi	Head of Quality Management Dept., Manufacturing Technology Div.	Head of Production Quality Assurance Dept., Chugai Pharma Manufacturing Co., Ltd.

Shuichi Kamijima	Head of Safety Science 1 Dept. and Head of Safety Medical Assessment Group, Safety Science 1 Dept., Drug Safety Div.	Oncology DAS Group 1, Oncology Lifecycle Management Dept., Project & Lifecycle Management Unit
Shinya Takemoto	Head of Safety Science 2 Dept., Drug Safety Div.	Head of Risk Communication Dept., Drug Safety Div.
Chiaki Iiyama	Head of Drug Safety Data Management Dept., Drug Safety Div.	Head of PV Strategy & Resource Management Group, Drug Safety Coordination Dept., FNBP of Drug Safety Div. and Finance & Accounting Dept.
Ryuu Kondo	Head of Marketing & Sales Coordination Dept., Marketing & Sales Div.	Head of Chugoku & Shikoku Regional Management Office, Marketing & Sales Div.
Keita Ozawa	Head of Oncology Marketing Dept., Marketing & Sales Div.	Deputy Head of Oncology Marketing Dept., Marketing & Sales Div.
Shunichi Makita	Head of Chugoku & Shikoku Regional Management Office, Marketing & Sales Div.	Head of Chugoku & Shikoku Regional Management Office Chugoku Branch 2, Marketing & Sales Div.

Group Companies

Name	New Responsibilities	Current Responsibilities
Kenji Kamada	President of Chugai Pharma Manufacturing Co., Ltd.	Head of Quality Development Dept., Chugai Pharma Manufacturing Co., Ltd.

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