



## Organizational and Personnel Changes

TOKYO, February 1, 2024 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective March 1, March 28 and April 1, 2024, respectively.

### [Details of Organizational Changes]

#### 1. Establishment of PHC Solution Unit

Chugai will establish a new unit to integrate related functions for developing personalized healthcare (PHC) solutions and planning and promoting practical implementation strategies. As society's expectations regarding the value provided by healthcare become more sophisticated and diverse, Chugai connects drugs and patients, maximizes individually optimized value, and contributes to maximizing the value created in the entire healthcare system.

PHC Solutions: Non-pharmaceutical solutions (products/services) with a focus on software as a medical device, in vitro diagnostics, companion diagnostics, and digital biomarker.

- PHC Solution Unit will be newly established, and PHC Solution Dept. and Foundation Medicine Business Dept. will be placed under it.
- Foundation Medicine Unit will be dissolved.
- Science and Technology Intelligence Dept. and Medical PHC Initiative Dept. will be dissolved after their functions have been transferred to PHC Solution Dept.
- Digital biomarker development functions of Digital Strategy Dept. will be transferred to PHC Solution Dept.
- Regulatory strategy functions for digital and medical devices of Regulatory Affairs Dept. will be transferred to PHC Solution Dept.

#### 2. Reorganization and rename of healthcare compliance functions

Some of the functions of Healthcare Compliance Dept. will be transferred to other departments, and the compliance promotion system will be strengthened. Specifically, management function of regulations related to the provision of money and premiums such as the Fair Competition Code and Transparency Guidelines will be transferred to Risk & Compliance Dept. to enhance the effectiveness and efficiency by integrating with the company-wide compliance function. In addition, some examination and inquiry functions related the provision of money and premiums will be transferred to Marketing & Sales Div., which will lead to prompt response and strengthened autonomous compliance functions.

Healthcare Compliance Dept. will change its organizational name to Medical Information Assurance Dept. and strengthened its expertise as a supervisory organization for sales information provision activities related to advertising regulations, as well as contributing to quality assurance of information provision and improvement of the environment surrounding medical information.

- Healthcare Compliance Dept. will rename to Medical Information Assurance Dept.
- Management function of regulations related to the provision of money and premiums such as the Fair Competition Code and Transparency Guidelines will be transferred to Risk & Compliance Dept.

- Some examination and inquiry functions related the provision of money and premiums will be transferred to Marketing & Sales Div.

**[Details of Personnel Changes]**

**Effective March 1, 2024**

Associate Vice President

Name	New Responsibilities	Current Responsibilities
Takao Suzuki	Associate Vice President Digital Transformation Unit	

**Effective March 28, 2024**

Directors

Name	New Responsibilities	Current Responsibilities
Iwaaki Taniguchi	Director, Executive Vice President Chief Financial Officer (CFO) Supervisory responsibility for Finance & Accounting, Corporate Communication and Procurement Head of Finance Supervisory Div. and Head of Finance & Accounting Dept.	Senior Vice President Head of Finance Supervisory Div. and Head of Finance & Accounting Dept.
Hitoshi Iikura	Director, Executive Vice President Supervisory responsibility for Research, Translational Research, Clinical Development Head of Translational Research Div.	Vice President Head of Translational Research Div.

- The appointment of Iwaaki Taniguchi and Hitoshi Iikura as Directors is subject to approval at the 113th Annual General Meeting of Shareholders, which is scheduled to be convened on March 28, 2024.
- Hisafumi Yamada and Toshiaki Itagaki are scheduled to retire from Directors as of March 28, 2024.

#### Audit & Supervisory Board Members

Name	New Responsibilities	Current Responsibilities
Mami Yunoki	Audit & Supervisory Board Member	

- The appointment of Mami Yunoki as Audit & Supervisory Board Members is subject to approval at the 113th Annual General Meeting of Shareholders, which is scheduled to be convened on March 28, 2024.
- Takaaki Nimura are scheduled to retire from Audit & Supervisory Board Members as of March 28, 2024.

#### Executive Officers

Name	New Responsibilities	Current Responsibilities
Tetsuya Yamaguchi	Executive Vice President Supervisory responsibility for 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, Foundation Medicine and Special Mission for CVF Head of Foundation Medicine Unit
Tsukasa Kusano	Vice President Supervisory responsibility for Project & Lifecycle Management Head of Project & Lifecycle Management Unit	Vice President Head of Project & Lifecycle Management Unit
Kaori Ouchi	Vice President Supervisory responsibility for Risk Management, Compliance and Quality & Regulatory Compliance, Pharmaceutical Technology and Manufacturing Technology	Vice President Supervisory responsibility for Risk Management, Compliance and Quality & Regulatory Compliance

**Effective April 1, 2024**

Directors

Name	New Responsibilities	Current Responsibilities
Osamu Okuda	Representative Director, President Chief Executive Officer (CEO) Supervisory responsibility for External Affairs and Audit In charge of Audit Dept.	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.
Iwaaki Taniguchi	Director, Executive Vice President Chief Financial Officer (CFO) Supervisory responsibility for Finance & Accounting, Corporate Communication and Procurement Head of Finance Supervisory Div.	Director, Executive Vice President Chief Financial Officer (CFO) Supervisory responsibility for Finance & Accounting, Corporate Communication and Procurement Head of Finance Supervisory Div. and Head of Finance & Accounting Dept.

Executive Officers

Name	New Responsibilities	Current Responsibilities
Tetsuya Yamaguchi	Executive Vice President Supervisory responsibility for PHC Solution, Partnering and Special Mission for CVF Head of PHC Solution Unit In charge of Partnering Dept.	Executive Vice President Supervisory responsibility for Drug Safety, Medical Affairs, Foundation Medicine and Special Mission for CVF Head of Foundation Medicine Unit
Shinji Hidaka	Executive Vice President Supervisory responsibility for Marketing & Sales, Drug Safety, and Medical Affairs	Executive Vice President Supervisory responsibility for Marketing & Sales
Tsukasa Kusano	Executive Vice President Supervisory responsibility for Project & Lifecycle Management Head of Project & Lifecycle Management Unit	Vice President Supervisory responsibility for Project & Lifecycle Management Head of Project & Lifecycle Management Unit

Kaori Ouchi	Executive Vice President Supervisory responsibility for Risk Management, Compliance and Quality & Regulatory Compliance, Pharmaceutical Technology and Manufacturing Technology	Vice President Supervisory responsibility for Risk Management, Compliance and Quality & Regulatory Compliance, Pharmaceutical Technology and Manufacturing Technology
Norihisa Onozawa	Executive Vice President Supervisory responsibility for Corporate Planning, ASPIRE Transformation, Business Transformation and Digital Transformation 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. and Business Transformation Dept.
Naoya Fujihara	Vice President In charge of External Affairs Dept.	Associate Vice President External Affairs Dept.
Tomoyuki Igawa	Vice President Head of Research Div.	Associate Vice President Head of Research Div.

- Satoko Shisai are scheduled to retire from Executive Vice President as of March 31, 2024.

#### Associate Vice Presidents

Name	New Responsibilities	Current Responsibilities
Takao Suzuki	Associate Vice President Head of Digital Transformation Unit	Associate Vice President Digital Transformation Unit
Kazuhiko Nishi	Associate Vice President Head of Medical Affairs Div.	Head of Medical Affairs Div.

- Kunihiro Hattori are scheduled to retire from Associate Vice President as of March 31, 2024.

#### Department Heads

Name	New Responsibilities	Current Responsibilities
Koutaro Yahagi	Head of Finance & Accounting Dept.	Head of Financial Insights & Planning Group, Finance & Accounting Dept.
Masato Wakai	Head of Medical Information Assurance Dept., Quality & Regulatory Compliance Unit	Head of Healthcare Compliance Dept., Quality & Regulatory Compliance Unit
Kosuke Iijima	Head of PHC Solution Dept., PHC Solution Unit	Head of Foundation Medicine Business Dept., Foundation Medicine Unit

Ryota Ichinose	Head of Foundation Medicine Business Dept., PHC Solution Unit	Head of Oncology DAS Group 3, Oncology Lifecycle Management Dept., Project & Lifecycle Management Unit
Yo Aiba	Head of Formulation Development Dept., Pharmaceutical Technology Div.	Head of Ukima Plant, Chugai Pharma Manufacturing Co., Ltd.

#### Group Companies

Name	New Responsibilities	Current Responsibilities
Hidekazu Haramoto	Head of Ukima Plant, Chugai Pharma Manufacturing Co., Ltd.	Head of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.
Kaichiro Koyama	Head of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.	Deputy Head of Fujieda Plant, Chugai Pharma Manufacturing Co., Ltd.

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