



Organizational and Personnel Changes

TOKYO, November 25, 2024 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective January 1, 2025.

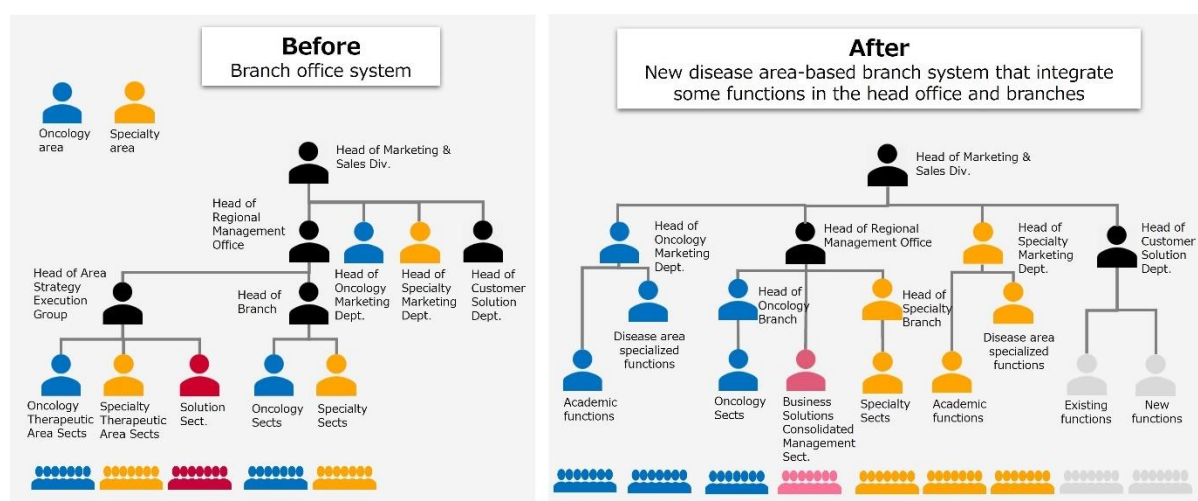
[Details of Organizational Changes]

1. Introduction of disease area-based branches in Marketing & Sales Div.

To strengthen and unify the head office functions of formulating disease area strategies with the Regional Management Offices functions of addressing challenges close to medical sites, we will reorganize the “branches” and “sections” of regional offices and transfer certain functions to the head office. This will establish a new sales structure to realize truly patient-centric healthcare.

Specifically, by dividing each branch into oncology and specialty areas, we will expand the facilities and areas covered by each branch, enabling them to plan and execute strategies with a broader perspective. By enhancing the organization's expertise, we aim to build stronger relationships of trust with healthcare professionals through in-depth discussions.

- Introduce disease area-based branches for oncology and specialty within Regional Management Offices.
- Consolidate branches and sections in accordance with personnel allocation aligned with disease area strategies.
- Dissolve Area Strategy Execution Group, and its subordinate Oncology/Specialty Therapeutic Area Sects. and Solution Sect. within Regional Management Offices. Consequently, the functions of the specialized MRs in therapeutic area sections will be integrated into Oncology/Specialty Marketing Depts. The Medical Network Liaison/Team Healthcare Promotion functions of Solution Sect. will be integrated into Customer Solution Dept.
- Newly establish Business Solutions Consolidated Management Sect. within Regional Management Offices, strengthening data analysis and digital transformation functions to execute strategies.



2. Reorganization of the Digital Transformation Unit

The organizational structure for developing and executing company-wide digital strategies, currently handled by Digital Strategy Dept., and the planning, building, and operating information systems, currently managed by IT Solution Dept., will be reorganized into strategies planning and execution functions. By consolidating the functions of both current departments, we aim to accelerate co-creation with various functions and establish a structure that can effectively and flexibly execute the shift to digital that creates even more value.

- Reorganize the roles of the Digital Strategy Dept. and IT Solution Dept., and rename them to Digital Strategy Planning Dept. and Digital Solution Dept.

[Details of Personnel Changes]

Directors

Name	New Responsibilities	Current Responsibilities
Hitoshi Ikura	Director, Executive Vice President Supervisory responsibility for Research, Translational Research, Clinical Development and Special Mission for CVF Head of Translational Research Div.	Director, Executive Vice President Supervisory responsibility for Research, Translational Research and Clinical Development Head of Translational Research Div.

Executive Officers

Name	New Responsibilities	Current Responsibilities
Tetsuya Yamaguchi	Executive Vice President Special Mission for CEO	Executive Vice President Supervisory responsibility for PHC Solution, Partnering and Special Mission for CVF Head of PHC Solution Unit In charge of Partnering Dept.
Shinji Hidaka	Executive Vice President Supervisory responsibility for Marketing & Sales, Drug Safety, Medical Affairs, PHC Solution and Special Mission for Overseas Marketing	Executive Vice President Supervisory responsibility for Marketing & Sales, Drug Safety, and Medical Affairs
Tsukasa Kusano	Executive Vice President Supervisory responsibility for Project & Lifecycle Management and Partnering Head of Project & Lifecycle Management Unit In charge of Partnering Dept.	Executive 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, Quality & Regulatory Compliance, Pharmaceutical Technology and Manufacturing Technology In charge of Risk & Compliance Dept.	Executive Vice President Supervisory responsibility for Risk Management, Compliance, Quality & Regulatory Compliance, Pharmaceutical Technology and Manufacturing Technology
Masayoshi Higuchi	Vice President Special Mission for CEO	Vice President Head of Quality & Regulatory Compliance Unit In charge of Risk & Compliance Dept.

Division Heads and Department Heads

Name	New Responsibilities	Current Responsibilities
Shin Yoshida	Head of Quality & Regulatory Compliance Unit	Head of Drug Safety Coordination Dept., Drug Safety Div.
Takuya Nakagawa	Head of PHC Solution Unit	Head of Specialty Medical Science Dept., Medical Affairs Div.
Takashi Okamoto	Deputy Head of Project & Lifecycle Management Unit and Head of Marketing & Sales Planning Dept.	President of Chugai Pharma Taiwan Ltd.
Michiaki Tanaka	Head of R&D Portfolio Management Dept., Project & Lifecycle Management Unit	Head of Project Planning & Coordination Dept., Translational Research Div.
Kazumitsu Kanatani	Head of Digital Strategy Planning Dept., Digital Transformation Unit	Head of Digital Strategy Dept., Digital Transformation Unit
Keisuke Ohara	Head of Digital Solution Dept., Digital Transformation Unit	Head of IT Solution Dept., Digital Transformation Unit
Masaki Honda	Head of Safety and Bioscience Research Dept. and Head of Safety Management Group, Safety and Bioscience Research Dept., Translational Research Div.	Head of Safety Management Group, Safety and Bioscience Research Dept., Translational Research Div. and Technology Partnering Group, Partnering Dept.
Keisuke Akada	Head of Project Planning & Coordination Dept., Translational Research Div.	CPE Development Division, Chugai Pharma Europe Ltd.

Shinji Yamakido	Head of Clinical Strategy and Resource Management Dept., Clinical Development Div.	Deputy Head (Clinical Strategy and Risk Management) of Clinical Strategy and Resource Management Dept., Clinical Development Div.
Takatoshi Ozawa	Head of Specialty Clinical Development Dept., Clinical Development Div.	Head of Specialty Clinical Development 1 Group 1, Specialty Clinical Development Dept., Clinical Development Div.
Tadanobu Nakayama	Head of Analytical Development Dept. and Deputy Head (Chemical Product Analysis) of Analytical Development Dept., Pharmaceutical Technology Div.	Deputy Head (Chemical Product Analysis) of Analytical Development Dept., Pharmaceutical Technology Div.
Shiho Fujioka	Head of Drug Safety Coordination Dept., Drug Safety Div.	Head of PV Process Management Group, Drug Safety Coordination Dept., Drug Safety Div.
Yoshimasa Hanada	Head of Oncology Medical Science Dept., Medical Affairs Div.	Head of Oncology Strategy Group 2, Oncology Lifecycle Management Dept., Project & Lifecycle Management Unit
Haruko Yamaguchi	Head of Specialty Medical Science Dept., Medical Affairs Div.	Deputy Head (Oncology Area Regional Manager) of Oncology Medical Science Dept., Medical Affairs Div.
Takahiko Inoue	Head of Specialty Marketing Dept., Marketing & Sales Div.	Head of Tokai & Hokuriku Regional Management Office, Marketing & Sales Div.
Chieko Takahashi	Head of Marketing & Sales Human Resources Management Dept., HRBP of Marketing & Sales Div.	Head of Human Resources Planning Group, Marketing & Sales Human Resources Management Dept., Marketing & Sales Div. and Human Resources Management Dept.
Masaki Matsumoto	Head of Kita-Nippon Regional Management Office, Marketing & Sales Div.	Head of Chiba Branch, Kanto-Minami Regional Management Office, Marketing & Sales Div.
Yasuhiro Tehara	Head of Kanto-Kita Koshinetsu Regional Management Office, Marketing & Sales Div.	Head of Saitama Branch, Kanto-Kita & Koshinetsu Regional Management Office, Marketing & Sales Div.

Tomoyuki Iwai	Head of Kanto-Minami Regional Management Office, Marketing & Sales Div.	Head of Area Strategy Execution Group, Kanto-Kita & Koshinetsu Regional Management Office, Marketing & Sales Div.
Hiroshi Koyama	Head of Tokai Hokuriku Regional Management Office, Marketing & Sales Div.	Head of Hokuriku Branch, Tokai & Hokuriku Regional Management Office, Marketing & Sales Div.
Yukito Hosono	Head of Kansai Regional Management Office, Marketing & Sales Div.	Head of Tokyo Branch 1, Kanto-Minami Regional Management Office, Marketing & Sales Div.
Hiroyuki Matsuyama	Head of Kyushu Regional Management Office, Marketing & Sales Div.	Head of Shizuoka Branch, Tokai & Hokuriku Regional Management Office, Marketing & Sales Div.

Group Companies

Name	New Responsibilities	Current Responsibilities
Hidenari Yamada	Head of Utsunomiya Plant, Chugai Pharma Manufacturing Co., Ltd.	Head of R&D Portfolio Management Dept., Project & Lifecycle Management Unit

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