

Organizational and Personnel Changes

TOKYO, January 30, 2025 -- [Chugai Pharmaceutical Co., Ltd.](#) (TOKYO: 4519) announced the following organizational and personnel changes, effective March 27 and April 1, 2025, respectively.

[Details of Organizational Changes]

Integration of Business Transformation Dept. into ASPIRE Transformation Dept.

Chugai established ASPIRE* Transformation (AX) Dept. on January 1, 2023, aiming to promote business process reform through the implementation of a next-generation core business infrastructure (ERP: enterprise resource planning system). Furthermore, on July 1, 2023, Chugai established Business Transformation (BX) Dept. as an organization responsible for company-wide business process reform and the establishment of a Business Process Management (BPM) framework. Chugai has been advancing company-wide reforms under the two frameworks, AX and BX.

As Chugai enters a phase to address BPM challenges associated with the ASPIRE implementation from 2025, the functions of BX Dept. will be integrated into AX Dept. to promote those initiatives more smoothly. AX Dept. will tackle BPM challenges related to the implementation of ASPIRE and associated programs. Furthermore, the company-wide BPM framework will be maintained, and efforts to address BPM challenges outside of ASPIRE will continue.

- Dissolution of BX Dept.
- Transfer of BPM promotion functions and other responsibilities previously handled by BX Dept. to AX Dept.

*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 Chugai Group

[Details of Personnel Changes]

Effective March 27, 2025

Directors

Name	New Responsibilities	Current Responsibilities
Thomas Schinecker	Director	
Boris L. Zaitra	Director	

- The appointment of Thomas Schinecker and Boris L. Zaitra as Directors is subject to approval at the 114th Annual General Meeting of Shareholders, which is scheduled to be convened on March 27, 2025.
- Christoph Franz is scheduled to retire from Director as of March 27, 2025.

Audit & Supervisory Board Members

Name	New Responsibilities	Current Responsibilities
Masayoshi Higuchi	Audit & Supervisory Board Member	Vice President Special Mission for CEO

- The appointment of Masayoshi Higuchi as Audit & Supervisory Board Members is subject to approval at the 114th Annual General Meeting of Shareholders, which is scheduled to be convened on March 27, 2025.
- Yoshiaki Ohashi is scheduled to retire from Audit & Supervisory Board Member as of March 27, 2025.

Effective April 1, 2025

Executive Officers

Name	New Responsibilities	Current Responsibilities
Norihisa Onozawa	Executive Vice President Supervisory responsibility for Corporate Planning, ASPIRE Transformation and Digital Transformation Head of Corporate Planning Dept. In charge of ASPIRE Transformation Dept.	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.
Shoko Kimijima	Executive Vice President Supervisory responsibility for Legal, Intellectual Property In charge of Legal Dept., Intellectual Property Dept.	

- Tetsuya Yamaguchi and Junichi Ebihara are scheduled to retire from Executive Vice Presidents as of March 31, 2025.

Associate Vice Presidents

Name	New Responsibilities	Current Responsibilities
Tomonori Okuwaki	Associate Vice President Head of Intellectual Property Dept.	Head of Intellectual Property Dept.
Takashi Okamoto	Associate Vice President Deputy Head of Project & Lifecycle Management Unit and Head of Marketing & Sales Planning Dept.	Deputy Head of Project & Lifecycle Management Unit and Head of Marketing & Sales Planning Dept.

###