



June 24, 2020
JCR Pharmaceuticals Co., Ltd.

Translation

Notice of Organizational Changes and Personnel Changes

JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; “JCR”) announced today that organizational changes and personnel changes effective from June 24, 2020 as follows.

1. Organizational Changes (Attached organizational chart)

JCR has created **a new Research Division** by consolidating it with the Research Planning Division to accelerate research currently being undertaken, respond to pipelines forecast to expand in the future and to further promote drug discovery research. **The Drug Discovery Research** and **CMC (Chemistry Manufacturing and Control) Development Research** have been set up as functions within the new Research Division.

In addition, JCR has newly established **the Office of the President** to strengthen collation of opinions and information sharing between divisions, taking into account the current state of diversifying duties incorporating globalization.

The Company has re-examined responsibilities in accordance with the Regulatory Affairs, Pharmacovigilance and HQ Office Quality Assurance Departments under the umbrella of the Quality Assurance Division, making each of these departments independent and reporting directly to the president and **disbanding the Quality Assurance Division**.

Overseas Business Promotion, which reports directly to the president, has changed its name to **the International Affairs Office** considering the actuality of its management of various overseas operations in line with future globalization.

2. Change of Director

Name	New Title	Current Title
Hiroyuki Sonoda, Ph.D*	Senior Executive Director Head of Research and Development Division Executive Director, Research Division and Director, Drug Discovery Research	Corporate Officer Executive Director, Research Planning

* Hiroyuki Sonoda's new titles, areas of responsibility and concurrent position changed from senior executive director as listed in the April 22, 2020 news release entitled <Reference> Members of the Board of Internal Directors (Planned after a Board Meeting on June 24, 2020) due to changes in the internal corporate officer framework following a meeting of the Board of Directors in June 2020

3. Change of Corporate Officers

Name	New Title	Current Title
Yutaka Honda	Senior Corporate Officer Head of Corporate Planning Division Director, Office of the President and Executive Director, Corporate Planning Division	Senior Corporate Officer Head of Corporate Planning Division Executive Director, Corporate Planning Division
Takayo Egawa	Corporate Officer Director, International Affairs Office	Corporate Officer Director, Overseas Business Promotion
Kazunori Tanizawa	Corporate Officer Executive Director, Development Division	Executive Director Development Division
Toru Hirato, D.V.M	Senior Fellow, Research Division	Corporate Officer Executive Director, Research Division and Director, Research Institute
Atsuko Sato	Senior Advisor, Regulatory Affairs Dept.	Corporate Officer Executive Director, Quality Assurance Division and Director, Regulatory Affairs Dept.

4. Personnel Changes

Name	New Title	Current Title
Kenichi Takahashi	Scientific Expert Fellow, and Unit Leader, Biopharmaceutical Innovation Research Unit, Drug Discovery Research, Research Division	Director, Biopharmaceutical Innovation Research, Research Institute, Research Division
Kazutoshi Mihara	Director, CMC Development Research and Unit Leader, Bioprocess Unit, Research Division	Director, Biomanufacturing Technology Research Institute, Research Division
Kotaro Minami	Unit Leader, Pharmacology & Toxicology Unit, Drug Discovery Research, Research Division	Director, Pharmacology & Toxicology Research Institute, Research Division
Kiwamu Imagawa	Unit Leader, Regenerative Medicine Unit, Drug Discovery Research, Research Division	Director, Regenerative Medicine Research Institute, Research Division
Katsuya Daimon	Director, Regulatory Affairs and Manager, Regulatory Affairs Office Dept.	Manager, Regulatory Affairs Office, Regulatory Affairs Dept., Quality Assurance Division
Hiroyuki Fukuya	Director, Legal Affairs Dept., Corporate Planning Division	Associate Director, Legal Affairs Dept., Corporate Planning Division

<Reference>

Members of the Board of Directors, Audit & Supervisory Board and Corporate Officers
(June 24, 2020)

Board of Directors

Title	Name	Area of Supervision • Concurrent Position
Representative Director and Chairman, President & CEO	Shin Ashida	-
Representative Director and Senior Vice President	Hiroshi Yoshimoto	Head of Production Division Executive Director, Production Division
Vice President	Toru Ashida	In charge of Corporate Strategy and Head of Sales Division Executive Director, Sales Division
Senior Executive Director	Hiroyuki Sonoda, Ph.D	Head of Research and Development Division Executive Director, Research Division and Director, Drug Discovery Research
Senior Executive Director	Mathias Schmidt, PD. Ph.D	In charge of International Strategy ArmaGen, Inc. CEO
Outside Director	Toshihiro Ishikiriya	-
Outside Director	Takashi Suetsuna	-
Outside Director	Toshihide Yoda	-
Outside Director	Yuko Hayashi, Ph.D.	-

Audit & Supervisory Board Members

Title	Name
Full-time Outside Audit & Supervisory Board Member	Kazumasa Oizumi
Outside Audit & Supervisory Board Member	Kazuhiko Yamada
Outside Audit & Supervisory Board Member	Kenjiro Miyatake
Outside Audit & Supervisory Board Member	Takeshi Komura
Outside Audit & Supervisory Board Member	Shuichi Tani

Corporate Officers

Title	Name
Head of Administration Division Executive Director, Administration Division	Akihiro Haguchi*
Head of Corporate Planning Division Director, Office of the President and Executive Director, Corporate Planning Division	Yutaka Honda*
Director, International Affairs Office	Takayo Egawa
Executive Director, Development Division	Kazunori Tanizawa

*Senior Corporate Officer

[About JCR Pharmaceuticals]

JCR is a specialty pharma company engaged in the research, development, manufacturing and marketing of biopharmaceuticals and regenerative medicine with a focus on rare diseases. Its

philosophy, “Contributing towards people’s healthcare through pharmaceutical products” drives JCR to create innovative pharmaceutical products as value-added treatment options for the under-served patient populations.

[Cautionary Statement Regarding Forward-Looking Statements]

This document contains forward-looking statements that are subject to known and unknown risks and uncertainties, many of which are outside our control. Forward-looking statements often contain words such as “believe,” “estimate,” “anticipate,” “intend,” “plan,” “will,” “would,” “target” and similar references to future periods. All forward-looking statements regarding our plans, outlook, strategy and future business, financial performance and financial condition are based on judgments derived from the information available to us at this time. Factors or events that could cause our actual results to be materially different from those expressed in our forward-looking statements include, but not limited to, a deterioration of economic conditions, a change in the legal or governmental system, a delay in launching a new product, impact on competitors’ pricing and product strategies, a decline in marketing capabilities relating to our products, manufacturing difficulties or delays, an infringement of our intellectual property rights , an adverse court decision in a significant lawsuit and regulatory actions.

This document involves information on pharmaceutical products (including those under development). However, it is not intended for advertising or providing medical advice. Furthermore, it is intended to provide information on our company and businesses and not to solicit investment in securities we issue.

Except as required by law, we assume no obligation to update these forward-looking statements publicly or to update the factors that could cause actual results to differ materially, even if new information becomes available in the future.

Investors & Media:

JCR Pharmaceuticals Co., Ltd.

Corporate Communications

ir-info@jcrpharm.co.jp

END

###

JCR Pharmaceuticals Co., Ltd. Organizational Chart

