



September 24, 2020  
JCR Pharmaceuticals Co., Ltd.

Translation

### Notice of Personnel Changes

JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; “JCR”) announced today that personnel changes effective from October 1, 2020 as follows.

JCR will create a person in charge of overseeing global product strategy within the Corporate Planning Division, in order to make cross-functional and smooth business progress with regard to global product strategy. In addition, as part of organizational transformation in the Sales Division, JCR will remove the concurrent post of the director of the Sales Operations Dept. and the Marketing Dept. in order to establish a system to strengthen organization and concentrate further on their respective operations.

#### Personnel Changes

Name	New Title	Current Title
Masaaki Usui	Director, Corporate Planning Division (In charge of Product & Portfolio Strategy)	-
Kazuhiro Kobayashi	Director, Sales Operations Dept. Sales Division	Director, Marketing Dept. Director, Sales Operations Dept. Sales Division
Ryutaro Makino	Director, Marketing Dept. and Group Manager, Product Planning, Marketing Dept. Sales Division	Group Manager, Product Planning, Marketing Dept. Sales Division

#### [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

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