



February 25, 2021  
JCR Pharmaceuticals Co., Ltd.

Translation

## Notice of Organizational and Personnel Changes

Feb. 25, 2021 -- JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; “JCR”) announced today the following organizational and personnel changes effective from April 1, 2021.

### 1. Organizational Changes (Attached organizational chart)

Reorganize the organization within the Development Division in order to progress global development more efficiently and effectively.

The Clinical Development Department in Development Division will be renamed **the Clinical Operation Department** to carry out clinical trials in Japan and overseas and strengthen cooperation in quality assurance.

In addition, the Medical Affairs Department, which is currently under the direct control of the president, will be abolished, and its role will be transferred to under the Clinical Operation Department in Development Division for the purpose of drug fostering activities by cooperating with external doctors after approval in clinical trials.

Moreover, **the Planning Department** will be established in Development Division in order to promptly respond to a number of global projects focused on lysosomal diseases, which are scheduled for the future.

Furthermore, regarding the post-marketing surveillance and data science operations that have been conducted in different departments until now, the Clinical Intelligence Department will be renamed **the Data Science Department** in Development Division so as to share information and improve efficiency by integrating study plans and data management.

Additionally, in order to further strengthen the linkage between logistics management operations and production planning, the affiliation of Logistics Management Department under the Sales Division will be transferred to under the Production Division.

### 2. Personnel Changes

Name	New Title	Current Title
Masaya Ichikawa	Director, Internal Audit Dept.	Deputy Director, Internal Audit Dept.
Sairei So, Ph.D.	Director, Planning Dept., Development Division	Group Manager, Planning Group, Clinical Development Dept., Development Division

Tatsuyoshi Yamamoto	Director, Clinical Operation Dept., Development Division	Director, Clinical Development Dept., Development Division and Group Manager, Clinical Group, Clinical Development Dept., Development Division
Hideaki Hirai	Director, Data Science Dept., Development Division	Director, Clinical Intelligence Dept., Development Division
Shunichi Kawasaki	Principal, Clinical Operation Dept., Development Division	Director, Medical Affairs Dept.
Minoru Fujii	Director, Logistics Management Dept., Production Division	Director, Logistics Management Dept., Sales Division

#### **About JCR Pharmaceuticals Co., Ltd.**

JCR Pharmaceuticals Co., Ltd. (TSE 4552) is a global specialty pharmaceuticals company that is redefining expectations and expanding possibilities for people with rare and genetic diseases worldwide. We continue to build upon our 45-year legacy in Japan while expanding our global footprint into the US, Europe, and Latin America. We improve patients' lives by applying our scientific expertise and unique technologies to research, develop, and deliver next-generation therapies. Our approved products in Japan include therapies for the treatment of growth disorder, Fabry disease, acute graft-versus host disease, and renal anemia. Our investigational products in development worldwide are aimed at treating rare diseases including MPS I (Hurler, Hurler-Scheie and Scheie syndrome), MPS II (Hunter syndrome), Pompe disease, and more. JCR strives to expand the possibilities for patients while accelerating medical advancement at a global level. Our core values – reliability, confidence, and persistence – benefit all our stakeholders, including employees, partners, and patients. Together we soar. For more information, please visit <https://www.jcrpharm.co.jp/en/site/en/>.

#### **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 are 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.*

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## JCR Pharmaceuticals Co., Ltd. Organizational Chart

