



April 27, 2021
JCR Pharmaceuticals Co., Ltd.

Translation

Notice of Organizational and Personnel Changes

Apr. 27, 2021 -- JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; "JCR") announced today that the following organizational and personnel changes effective from June 23, 2021.

1. Organizational Changes (Attached organizational chart)

(1) Reorganization of the Corporate Planning Division and Office of the President

The Corporate Planning Division will be abolished. **The Corporate Strategy Dept., Global Business Strategy Dept., and Business Development Dept.** will be established to undertake mission-critical duties according to their respective roles and will be put under the direct control of the president. Moreover, the Legal Affairs Dept. and Intellectual Property Dept., which were previously under the Corporate Planning Division, will be transferred to the Administration Division. Corporate Communications/ IR duties will be transferred to the Administration Division, and **the Corporate Communications/ IR Office** will be established to carry out those duties.

Furthermore, the Office of the President will be abolished. The Secretarial Section under the Office of the President will be renamed as **the Secretarial Office** and will be put under the direct control of the president.

(2) Reorganization of the Administration Division

The education and training duties of the HR Development & Compliance Dept. will be transferred to the Human Resources Dept. The HR Development & Compliance Dept. will be renamed as **the Internal Control Dept.** and will be put under the direct control of the president. The purpose of this reorganization is to strengthen the operation of Company-wide internal control systems, including risk management duties, and the compliance-related duties that the HR Development & Compliance Dept. has previously undertaken.

After assuming the separated education and training duties, the Human Resources Dept. will be renamed as **the Human Resources Planning Dept.** and will be put under the direct control of the president.

(3) Reorganization of the Sales Division

The Growth Hormone ("GH") Promotion Group in the Sales Promotion Dept. will be reestablished as an independent organization named **the GH Promotion Dept.** The purpose of this reorganization is to further promote the area marketing strategies tailored to each area that JCR has previously implemented with respect to Gh products, a mainstay product category.

(4) Reorganization of the Research Division

The Innovative Technology Research Institute will be established as an organization specialized in new platform technologies that will serve as the cornerstone of drug

discovery for the future.

Moreover, **the Analytical R&D Center** will be established. This new organization will integrate the analytical functions previously set up in the Research Division and Production Division and assume responsibility for the entire range of operations from the development of analytical methods to quality control testing in GMP* manufacturing.

*Good Manufacturing Practice

(5) Reorganization of the Production Division

To deploy the resources of the manufacturing organizations flexibly and efficiently, JCR will rename the organizations listed below as follows:

Seishin Plant → **Seishin Production Unit**

Kobe Plant → **Kobe 1st Formulation Unit / Kobe 2nd Formulation Unit**

Murotani Plant → **Murotani API Unit**

Kobe API Plant → **Kobe API Unit**

Moreover, the Quality Assurance Dept. and the HQ Quality Assurance Dept. will be integrated, and quality control functions will be transferred to each unit in the Production Division and to the Analytical R&D Center under the Research Division (See (4)). Quality assurance functions will be brought under the Quality Assurance Division (See (6))

Furthermore, the Production Planning Dept. will be abolished, and its duties will be transferred to the Production Management Dept.

(6) Establishment of the Quality Assurance Division

The Quality Assurance Division will be established to strengthen management as a new organization at the division level. The Regulatory Affairs Dept. and Pharmacovigilance Dept., which previously reported directly to the president, and the Quality Assurance Dept., which will combine the Production Division's Quality Assurance Dept. and the HQ Quality Assurance Dept., will be set up under the Quality Assurance Division

2. Change of Corporate Officers

In order to revise corporate officer system, senior position is abolished from this year.

Name	New Title	Current Title
Junichi Ando, Ph.D.	Corporate Officer Executive Director, Quality Assurance Division	Director, Kobe Plant Production Division
Yutaka Honda	Corporate Officer Executive Director, Administration Division (reporting to the president)	Senior Corporate Officer Director, Office of the President Executive Director, Corporate Planning Division
Akihiro Haguchi	Senior Advisor, Administration Division	Senior Corporate Officer Executive Director, Administration Division

3. Personnel Changes

Name	New Title	Current Title
Katsuya Daimon, Ph.D.	Director, Regulatory Affairs Dept. Quality Assurance Division and Manager, Regulatory Affairs Office and Manager Regulatory Audit Office	Director, Regulatory Affairs Dept. and Manager, Regulatory Affairs Office and Manager, Regulatory Audit Office

Name	New Title	Current Title
Mariko Okada	Director, Pharmacovigilance Dept. Quality Assurance Division	Director, Pharmacovigilance Dept.
Toshiya Tomitsuka	Director, HQ Quality Assurance Dept. Quality Assurance Division	Director, HQ Quality Assurance Dept. and Director, Quality Assurance Dept. Production Division
Hironori Yamaguchi	Senior Director, Sales Division and Director, Sales Promotion Dept.	Senior Director, Sales Division
Kazuhiro Koabayashi	Director, GH Promotion Dept. Sales Division	Director, Sales Promotion Dept. Sales Division
Makoto Ashida	Senior Director, Production Division and Corporate Strategy Dept. (Production)	Director, Production Planning Dept. Production Division and Director, Human Resources Dept. Administration Division
Kenji Isokawa	Director, Seishin Production Unit, Production Division	Director, Seishin Plant Production Division
Yukihiro Kuromoto	Director, Murotani API Unit, Production Division	Director, Murotani Plant Production Division
Yasushi Zenitani	Director, Kobe API Unit, Production Division	Director, Kobe API Plant Production Division
Kenichi Takahashi, Ph.D.	Scientific Expert Fellow, Research Division and Director, Innovative Technology Research Institute	Scientific Expert Fellow, Research Division and Director, Biopharmaceutical Innovation Research Unit, Drug Discovery Research Institute
Toru Hirato, D.V.M	Director, Drug Discovery Research Institute Research Division	Senior Fellow, Research Division
Kazutoshi Mihara	Director, CMC Development Research Institute	Director, CMC Development Research Institute and Manager, Bioprocess Unit
Yasuki Hamazume, Ph.D.	Director, Analytical R&D center, Research Division	Fellow, Research Division
Naoki Kawata	Director, Corporate Strategy Dept.	Director, Corporate Planning Division (Corporate Planning)
Masaaki Usui	Director, Global Business Strategy Dept.	Director, Corporate Planning Division (Product & Portfolio Strategy)
Hiroshi Kagoshige	Director, Business Development Dept.	Associate Director, Corporate Planning Division (Business Development)
Hiroyuki Fukuya	Director, Legal Affairs Dept. Administration Division	Director, Legal Affairs Dept. Corporate Planning Division

Name	New Title	Current Title
Yoshiki Yamamoto	Director, Intellectual Property Dept. Administration Division	Director, Intellectual Property Dept. Corporate Planning Division
Masaki Sumiyoshi	Director, Human Resource Planning Dept.	Senior Director, Administration Division and Director, Human Resources Dept.
Takanori Nakajima	Director, Internal Control Dept.	Director, HR Development & Compliance Dept. Administration Division
Yoshihiro Ota	Director, Accounting Department and Corporate Strategy Dept. (Finance)	Director, Accounting Dept. Administration 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.

Contact:

Investors & Media:

JCR Pharmaceuticals Co., Ltd.

Corporate Communications

ir-info@jcrpharm.co.jp

###

