



February 28, 2023
JCR Pharmaceuticals Co., Ltd.

Translation

Notice of Directors' Responsibilities Changes and Organizational and Personnel Changes

February 28, 2023 -- JCR Pharmaceuticals Co., Ltd. (TSE 4552; Chairman and President: Shin Ashida; "JCR") announced today the following directors' responsibilities changes and organizational and personnel changes effective from April 1, 2023.

1. Directors' Responsibilities Changes, Organizational Changes
 - (1) Directors' Responsibilities Changes / Management Team Operation

JCR will operate the Management Team composed of Directors, Senior Corporate Officers and some Corporate Officers to improve the sharing of information and prioritize and flexibly response to important management issues. Accordingly, the scope of Directors' responsibilities have changed.

* Please refer to the attached materials for details
 - (2) Establishment of Corporate Strategy Division

The Corporate Strategy Division will be established to propose planning for corporate strategy and through closer coordination carries out matters such as product strategies and contract negotiations, which are important management issues. The Corporate Strategy Dept., Accounting Dept., Business Development Dept., and Intellectual Property Dept. will be set up under the Corporate Strategy Division.
 - (3) Organizational Affiliation Change of Human Resource Planning Dept. and Internal Control Promotion Dept.

The Human Resource Planning Dept., which had been under the direct control of the President, will be set up under the Administration Division to enable cross-sectional execution of duties from the perspective of human capital management. In addition, the Internal Control Promotion Dept., which had been under the direct supervision of assigned Directors, will be set up under the Administration Division to enable stronger collaboration between sections.
 - (4) Establishment of Information Systems Dept.

The Information Systems Office will be reorganized into the Information Systems Dept. for a more proactive approach to the important management issues of IT strategy and information security measures, and its duty details organized.

* Director personnel is scheduled to be announced at a later date
 - (5) Name Change of Global Business Strategy Dept.

The Global Business Strategy Dept. will be renamed the New Global Business Operations Dept. in conjunction with the emphasis placed on collaboration with partners in the commercialization overseas of therapies for ultra-rare diseases going forward.
 - (6) Reorganization of Sales Division

JCR will position the Hokkaido region as a priority area and establish the Sales Dept. (Hokkaido Area) under Direct Control of Sales Division for prompt decision-making to

strengthen proposals and activities as an area strategy. In addition, the GH Promotion Dept. will be developmentally disbanded to strengthen activities in each area.

2. Change of Corporate Officer (As of April 1)

Name	New Title	Current Title
Yoh Ito	Senior Corporate Officer Executive Director, Corporate Strategy Division	Senior Corporate Officer

3. Personnel Changes (As of April 1)

Name	New Title	Current Title
Taketo Murakami	Director, Internal Audit Dept.	Section Manager, Internal Audit Dept.
Naotaka Maeda	Director, Formulation Unit, Production Division	Director, Formulation Unit (Associate Director), Production Division
Yuichi Kimura	Director, Sales Dept. (Hokkaido Area) under Direct Control of Sales Division, Sales Division	Director, GH Promotion Dept. Sales Division
Masaaki Usui	Director, New Global Business Operations	Director, Global Business Strategy Dept.
Masaya Ichikawa	Director, Internal Control Promotion Dept., Administration Division	Director, Internal Audit Dept.

(Attached Materials)

Directors' Responsibilities Changes

Name	New Area of Supervision	Current Area of Supervision
Shin Ashida (Representative Director, Chairman, President and CEO)	General management	General management
Toru Ashida (Senior Vice President, Executive Director, Sales Division)	Sales	Sales Administration
Mathias Schmidt (Vice President, ArmaGen, Inc. CEO, JCR USA, Inc. President and CEO)	Clinical Development	Clinical Development Global Business Strategy Business Development
Hiroyuki Sonoda (Vice President, Executive Director, Research Division)	Research	Research Corporate strategy
Yoshio Hiyama (Senior Executive Director, Head of Production Division)	Production Quality assurance	Production Quality assurance
Yoh Ito (Senior Corporate Officer Executive Director, Corporate Strategy Division)	Corporate strategy	-
Yutaka Honda (Senior Corporate Officer Executive Director, Administration Division and Director, General Affairs Dept.)	Administration	-
Takayo Egawa (Corporate Officer, Director, International Affairs Office)	International Affairs	-

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 48-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, MPS II (Hunter syndrome), 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), 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/>.

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