



June 26, 2024
JCR Pharmaceuticals Co., Ltd.

Translation

Notice of Personnel and Organizational Changes

June 26, 2024 -- [JCR Pharmaceuticals Co., Ltd.](https://www.jcr-pharm.co.jp/) (TSE 4552; Chairman and President: Shin Ashida; “JCR”) hereby announces that its Board of Directors resolved at a meeting held today the following personnel and organizational changes.

1. Change to the Executive Officer System and the Structure of Directors and Executive Officers (As of June 26, 2024)

(1) Overview of Executive Officer System

To clarify the responsibilities over assigned areas and strengthen the governance system, JCR will abolish the positions of directors with special titles and assign directors with concurrent duty as Executive Officers to execute business for their respective assigned areas. Executive Officers are to be assigned ranks according to their duties and scope of responsibility, including “Senior Managing Executive Officer,” “Managing Executive Officer,” “Senior Executive Officer,” and “Executive Officer.”

(2) The Structure of Directors and Executive Officers after the Change to the Executive Officer System

◎: Promotion in rank ○: New responsibility

Name	New positions	Old positions
Shin Ashida	Representative Director, Chairman, President	Representative Director, Chairman, President
Toru Ashida	Director, Senior Managing Executive Officer, Sales, Executive Director, Sales Division	Senior Vice President Sales, Executive Director, Sales Division
◎Hiroyuki Sonoda	Director, Senior Managing Executive Officer, Research, Executive Director, Research Division	Vice President Research, Executive Director, Research Division
◎Yoshio Hiyama	Director, Managing Executive Officer Quality Assurance,	Director Quality Assurance, Executive Director, Quality Assurance

Name	New positions	Old positions
	Executive Director, Quality Assurance Division	Division and Director, Regulatory Affairs Department
○Andrea Spezzi	Director, Managing Executive Officer Clinical Development	Adviser
Takashi Suetsuna	Outside Director	Outside Director
Toshihide Yoda	Outside Director	Outside Director
Yuko Hayashi	Outside Director	Outside Director
Yutaka Atomi	Outside Director	Outside Director
Philippe Fauchet	Outside Director	Outside Director
Marc Dunoyer	Outside Director	Outside Director
◎Junichi Ando	Managing Executive Officer Production, Executive Director, Production Division	Senior Corporate Officer Production, Executive Director, Production Division
Yoh Ito	Senior Executive Officer, Corporate Strategy, Executive Director, Corporate Strategy Division	Senior Corporate Officer Corporate Strategy, Executive Director, Corporate Strategy Division
Yutaka Honda	Senior Executive Officer, Administration, Executive Director, Administration Division and Director, Human Resources Planning Department	Senior Corporate Officer Administration, Executive Director, Administration Division and Director, Human Resources Planning Department
◎Takayo Egawa	Senior Executive Officer, Manager, International Affairs Office	Corporate Officer Manager, International Affairs Office
○Anne Bechet	Senior Executive Officer, Executive Director, Development Division JCR Europe B.V. General Manager, JCR Luxemburg S.A. Director, JCR USA Inc. General Manager	Clinical Development (Acting) JCR Europe B.V. General Manager, JCR Luxemburg S.A. Director
○Makoto Ashida	Executive Officer, Assistant Director, Production Division	Assistant Director, Production Division

2. After the Organizational Change (As of July 1, 2024)

(1) Establishment of the Business Development Division

Business development is an increasingly important field, and the Company aims to enhance its activities and accelerate decision making by establishing the **Business Development Division** as an organization directly supervised by the President. Furthermore, the Business Development Department and Intellectual Property Department will be transferred from the Corporate Strategy Division to the Business Development Division.

3. Executive Officer Personnel Assignment (As of June 26, 2024)

Name	New position	Old position
Makoto Ashida	Executive Officer, Senior Director, Production Division	Senior Director, Production Division

4. General personnel assignment (As of July 1, 2024)

Name	New position	Old position
Hiroshi Kagoshige	General Manager of Business Development Division (Acting Director) , Director of Business Development	Director, Business Development, Corporate Strategy 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 49-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, MPS II (Hunter syndrome), 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), MPS IIIA and B (Sanfilippo syndrome type A and B), 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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