

SHIONOGI to Announce Executive Appointments, Corporate Reorganization and Personnel Reassignment

OSAKA, Japan, February 25, 2020 - Shionogi & Co., Ltd. (Head Office: Osaka, Japan; President and CEO: Isao Teshirogi, Ph.D.; hereafter "Shionogi") announced that the Board of Directors Meeting held on February 25, 2019, informally decided the appointment of directors and corporate auditors, which will be officially announced at the 155th Annual General Meeting of Shareholders, scheduled to be held in June, 2020. The company also announced the appointment of new corporate officers and corporate reorganization and personnel reassignments as of April 1, 2020.

1. Appointment of Candidate for Directors (Scheduled to be appointed in June, 2020)

New position	Name	Present position
Outside Member of the Board	Humi Takatsuki	OH-EBASHI LPC & PARTNERS

* The current Chairman of the Board and Representative Director, Motozo Shiono will step down as corporate advisor, and outside member of the Board, Teppei Mogi, will retire, after the 155th Annual General Meeting of Shareholders.

2. New candidate for Corporate Auditor (Scheduled to be appointed in June, 2020)

New position	Name	Present position
Outside Member of the Board of Auditors	Shuichi Okuhara	Representative Director and Chairman, Nippon Venture Capital Co., Ltd.

*1 The appointment of Shuichi Okuhara of outside member of the board of auditors will be subject to approval by the board of directors of Nippon Venture Capital Co., Ltd., which is scheduled to be held on March 12, 2020.

*2 The current outside member of the Board of Auditors, Shinichi Yokoyama, will retire after the 155th Annual General Meeting of Shareholders.

3. Appointment of Corporate Officers (Effective; April 1, 2020)

New position	Name	Present position
Senior Executive Officer, Senior Vice President, Administration Division	Noriyuki Kishida	Corporate Officer, Vice President, Human Resources Department
Senior Executive Officer, Senior Vice President, Pharmaceutical Research Division	Ryuichi Kiyama	Corporate Officer, Senior Vice President, Pharmaceutical Research Division
Corporate Officer, Vice President, Global Business Department	Yoshida Tastsumori	Vice President, Global Business Department

* The current senior executive officers, Ryuichi Kume, Yoshiaki Kamoya and the current corporate officer, Miyuki Hiura will resign on March 31, 2020.

4. Corporate Reorganization (see attached organization chart)

(1) Rename and Reorganization of the Pharmaceutical Research Division

The Drug Discovery & Disease Research Laboratory will be renamed the Laboratory for Drug Discovery and Development and the Research Laboratory for Development will be renamed the Laboratory for Drug Discovery and Development. The Laboratory for Innovative Therapy Research will be created to construct the strength of new healthcare research beyond pharmaceuticals, anticipating and capturing the diversified medical needs. The Laboratory for Advanced Medicine Research will be newly established to play a role for expansion of new modalities while deepening the strength of small molecular drug discovery that Medical Chemistry Research Laboratory possesses. The Research Laboratory for Development will be renamed the Research Laboratory for Drug Discovery and Development, and will aim at further acceleration and reinforcement of drug discovery together with the Laboratory for Drug Discovery and Disease Research and the Laboratory for Medicinal Chemistry Research. The Research Management and Planning Office will be renamed the Research Planning Department, expanding its function responsible for operation and planning of research directions and management as well as for cooperation with other divisions.

(2) Reorganization of the Global Development Division

Regulatory activities and external affairs activities liaising with government offices and industry associations which have been conducted on an individual function basis in the Global Development Division, the CMC R & D Division and the Corporate Quality Management Division will be integrated to the Global Development Division, and the Regulatory Affairs Supervisor will be newly established to be responsible for regulatory and external affairs in a comprehensive manner. The regulatory functions of the abovementioned three divisions are reorganized to be the Product Development Regulatory Affairs Department and the Regulatory Compliance Management Office. At

the same time, the Government Affairs Department will be incorporated to the Regulatory Affairs Supervisor. The Pharmacovigilance Department will be incorporated from the Corporate Quality Management Division to the Global Development Division to control safety information from the early stage of research and development on a global basis.

(3) **Rename and Reorganization of the Human Health Care Division**

The Human Health Care Division will be renamed the Commercial Division and at the same time, the company has domestic Pharmaceutical Promotion Departments divided into four regional functions, i.e., Region 1 to Region 4. These four functions and their nine affiliate sales offices will be reorganized to be Region 1 to Region 7, which will be directly controlled by the Commercial Division, to further promote reinforcement of domestic sales. In so doing, organizational sales activities can attain scrupulous services, meeting the needs of individual regions according to their regional characteristics and the mobility can be accelerated. In addition, distribution functions will be integrated from the Distribution Management Department to the abovementioned seven Pharmaceutical Promotion Departments, and will be renamed the Distribution Management Department specializing in distribution strategy and planning.

(4) **New establishment of the Integrated Disease Care Division**

The company will newly establish the Integrated Disease Care Division that will formulate plans on awareness raising, prevention, diagnoses and treatment strategy of diseases, and at the same time, to comprehensively control construction of scientific evidence to maintain and promote health, collection, analyses and provision of information, aiming to maximize the corporate social contribution and corporate value through health care business. The Medical Affairs Department, the Corporate Social Responsibility Department, the Product Marketing Department of the Human Health Care Division (it will be renamed the Disease Care Strategy Department) will be incorporated under the Integrated Disease Care Division. The scope of the Product Management Office of the Corporate Planning Department, the Corporate Strategy Division will be expanded to products under development, and the office will be renamed the New Product Planning Department which will be incorporated to the the Corporate Strategy Division. In addition, part of the functions of the Biostatistics Center of the Global Development Division will become independent, and the Data Science Office will be newly established.

(5) **Reorganization and renaming of the Corporate Quality Management Division**

The Corporate Quality Management Division will be reorganized to be the Corporate Quality Assurance Supervisor, aiming to focus on reinforcement of compliance in quality assurance of pharmaceutical products and information provision in an independent manner. Under the said management, functions regarding supervision of pharmaceutical product information will be separated from the Regulatory Compliance Management Department which has been affiliated with the same division, and it will be named as the Promotional Compliance Office.

(6) **Reorganization of the Global Business Division**

The Business Development Department will be affiliated with the Global Business Division to further intensify collaboration between the global business and business development.

(7) Reorganization of the Corporate Strategy Division

The Supply Chain Management Strategy Office of the Corporate Planning Department will be reorganized as the Global Supply Chain Strategy Department and affiliated with the Corporate Strategy Division to reinforce functions of global procurement of raw materials and product supply strategy. The Sustainability Management Office with functions relevant to the EHS Office which has been affiliated with the Corporate Social Responsibility Department will be newly established under the Corporate Planning Department to intensify the company's involvement in ESG activities and to aim at further improvement of the corporate value. The Digital Intelligence Department and The Intellectual Property Department will be integrated to the Corporate Strategy Division as core functions of corporate-wide digital transformation and intellectual property strategy, respectively.

(8) New establishment of the Administration Division

The Administration Division will be newly established to reinforce governance and compliance functions in our business activities and to support fair and efficient company management. The Legal Affairs Department and The Internal Control Department will be under the said division. The Human Resources & Administration Department and the compliance function under the Corporate Social Responsibility Department will be reorganized to become the Human Resource Department and the General Administration Department, respectively, and will be under the abovementioned division.

5. Personnel Reassignments (Effective; April 1, 2020)

New (or continuing) Position	Name	Present Position
Pharmaceutical Research Division		
Vice President, Research Planning Department	Takashi Mizukawa	Corporate Planning Department
Vice President, Laboratory for Medicinal Chemistry Research	Kenji Yamawaki	Medicinal Chemistry Research Laboratory
Vice President, Laboratory for Advanced Medicine Research	Akira Ino	Vice President, Medicinal Chemistry Research Laboratory
Vice President, Laboratory for Innovative Therapy Research	Mina Yamamoto	Senior Director, Research Management & Planning Office
Global Development Division		
Vice President, Global Development Division and Clinical Research Department	Jun Yoshimoto	Vice President, Clinical Research Department

Vice President, Regulatory Affairs Supervisor	Norio Tamura	Vice President, Government Affairs Department
Vice President, Product Development Regulatory Affairs Department	Chie Kishimoto	Vice President, Regulatory Affairs Department
Vice President, Government Affairs Department	Takeshi Ishimure	Vice President, Corporate Social Responsibility Department
Senior Director, Regulatory Compliance Management Office	Minako Kubo	Vice President, Regulatory Compliance Management Department
Vice President, Pharmacovigilance Department	Masaru Sawada	
CMC R&D Division		
Corporate Officer, Senior Vice President, CMC R&D Division, and CMC Planning Office	Yasuyoshi Isou	Corporate Officer, Senior Vice President, CMC R&D Division
Vice President, Analytical R&D Laboratory	Kumiko Numa	Senior Director, CMC Planning Office
Commercial Division		
Vice President, Commercial Division and Sales Planning Department	Minoru Mitsuda	Vice President, Pharmaceutical Promotion Department - Region 3
Senior Director, Pharmaceutical Promotion Department - Region 1	Yoshiyuki Akashi	Pharmaceutical Promotion Department - Region 1
Senior Director, Pharmaceutical Promotion Department - Region 2	Yuji Mukai	Pharmaceutical Promotion Department - Region 2
Vice President, Promotion Department - Region 3	Yoshinori Yurugi	Vice President, Pharmaceutical Promotion Department - Region 1
Senior Director, Pharmaceutical Promotion Department - Region 4	Daizo Shimizu	Pharmaceutical Promotion Department - Region 2
Senior Director, Pharmaceutical Promotion Department - Region 5	Toshiyuki Aoi	Pharmaceutical Promotion Department - Region 3
Senior Director, Pharmaceutical Promotion Department - Region 6	Kazuya Ishida	Pharmaceutical Promotion Department - Region 3
Senior Director, Pharmaceutical Promotion Department - Region 7	Kouji Hirano	Pharmaceutical Promotion Department - Region 4

Senior Director, Distribution Management Department	Naoto Furuta	Vice President, Pharmaceutical Promotion Department - Region 2
Integrated Disease Care Division		
Director, Executive Vice President, and Head, Integrated Disease Care Division	Takuko Sawada	Director, Executive Vice President
Vice President, New Product Planning Department	Yousuke Miharuru	Senior Director, Product Management Office
Vice President, Disease Care Strategy Department	Susumu Mitsumori	Vice President, Sales Planning Department
Vice President, Corporate Social Responsibility Department	Hiroyuki Tanaka	President, Shionogi Administration Service Co., Ltd.
Senior Director, Data Science Office	Yoshitake Kitanishi	Biostatistics Center
Corporate Quality Assurance Supervisor		
Vice President, Corporate Quality Assurance Supervisor, Quality Assurance Department, and General Marketing Compliance Officer	Jun-ichi Hirai	Vice President, Quality Assurance Department
Senior Director, Promotional Compliance Office	Hideo Kawamura	Vice President, Pharmaceutical Promotion Department - Region 4
Corporate Strategy Division		
Vice President, Finance & Accounting Department	Yuji Hosogai	President, Shionogi Business Partner Co., Ltd.
Vice President, Global Supply Chain Strategy Department	Teshuta Numa	Global Supply Chain Strategy Department
Senior Director, Sustainability Management Office	Masako Kudou	Corporate Communications Department
Administration Division		
Senior Executive Officer, Senior Vice President, Administration Division and Head, Human Resources Department	Noriyuki Kishida	Corporate Officer, Senior Vice President, Human Resources & Administration Department
Vice President, General Administration Department	Kazuyo Hirao	Human Resources & Administration Department
Japanese group companies		

President, Shionogi Career Development Center Co., Ltd.	Toshiyuki Asaki	Drug Discovery & Disease Research Laboratory
President, Shionogi Administration Service Co., Ltd.	Masao Kashiyama	Vice President, Human Health Care Division
President, Shionogi Digital Science Co., Ltd.	Yasushi Nakai	Human Resources & Administration Department
President, Shionogi Business Partner Co., Ltd.	Kenji Matsuo	Vice President, Finance & Accounting Department

Forward-Looking Statements

This announcement contains forward-looking statements. These statements are based on expectations in light of the information currently available, assumptions that are subject to risks and uncertainties which could cause actual results to differ materially from these statements. Risks and uncertainties include general domestic and international economic conditions such as general industry and market conditions, and changes of interest rate and currency exchange rate. These risks and uncertainties particularly apply with respect to product-related forward-looking statements. Product risks and uncertainties include, but are not limited to, completion and discontinuation of clinical trials; obtaining regulatory approvals; claims and concerns about product safety and efficacy; technological advances; adverse outcome of important litigation; domestic and foreign healthcare reforms and changes of laws and regulations. Also for existing products, there are manufacturing and marketing risks, which include, but are not limited to, inability to build production capacity to meet demand, unavailability of raw materials and entry of competitive products. The company disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise.

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