

November 13, 2019

To the press and whom it may concern,

Company name: CMIC Holdings Co., Ltd.  
 Representative: Kazuo Nakamura, Representative Director and CEO  
 (TSE 1st Section Code No. 2309)  
 Inquiries: Wataru Mochizuki, Corporate Director and CFO  
 (Phone: +81-3-6779-8000)

## Notice of Personnel Changes

CMIC Holdings Co., Ltd. announced the personnel changes as below;

### 1. Personnel Changes (effective as of November 13, 2019)

New Title	Name	Previous Title
Executive Vice President CTO (Chief Technology Officer) Assistant to Supervisory Manager of CDMO	Takeshi Hamaura	Deputy Director (CDMO) Business Strategy Management Division
Vice President Head of Corporate Marketing Dept.	Lucy Sha	Head of Corporate Marketing Dept.
Vice President CIO (Chief Information Officer)	Daisuke Nakata	Deputy Director Information & Communication Technology Dept.

### <Reference> Senior Management (effective as of November 13, 2019)

Senior Management	Roles and Functions
Kazuo Nakamura Chairman and CEO	Head of Strategy Planning Unit
Yoichi Kuwajima Vice Chairman	Strategy Planning Unit Supervisory Manager of Strategy Management
Keiko Oishi President and COO	Head of BD & Marketing Unit, Operations Unit, And Administration/Support Unit Supervisory Manager of Business Development & Marketing
Hidetoshi Takeda Executive Vice President	Strategy Planning Unit Supervisory Manager of Strategy Planning US Business Operations
Wataru Mochizuki Executive Vice President CFO	Supervisory Manager of Administration and Support Unit (Finance, Legal, Corporate Planning and, Quality & Compliance Management)

Senior Management	Roles and Functions
<p>Makoto Matsukawa Executive Vice President</p>	<p>Operations Unit Supervisory Manager of CDMO</p>
<p>Toru Fujieda Executive Vice President</p>	<p>Operations Unit Supervisory Manager of Clinical CRO</p>
<p>Philippe Auvaro Executive Vice President</p>	<p>Operations Unit Supervisory Manager of IPM</p>
<p>Akihisa Mitake Executive Vice President</p>	<p>Operations Unit Supervisory Manager of Healthcare</p>
<p>Yoshiyuki Hano Executive Vice President CHO</p>	<p>Supervisory Manager of Administration and Support Unit (Human Capital, Talent Development, ICT, and Global Service)</p>
<p>Takashi Sano Executive Vice President</p>	<p>Administration and Support Unit Head of Secretarial Office Human Capital Development Center Director Liaison Officer</p>
<p>Takeshi Hamaura Executive Vice President CTO</p>	<p>Assistant to Supervisory Manager of CDMO</p>
<p>Hisao Matsubara Senior Vice President</p>	<p>Operations Unit Supervisory Manager of CSO</p>
<p>Hiroshi Kosaku Senior Vice President</p>	<p>Operations Unit Supervisory Manager of Non Clinical CRO</p>