



March 31, 2020

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
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Notice of Organizational Changes and Personnel Changes

CMIC Group announced the organizational changes and personal changes as below;

1. Organizational Changes (effective as of April 01, 2020)

To further strengthen the Group's compliance system, CMIC HOLDINGS Co., Ltd. establishes a Legal Compliance Division, which will integrate and manage the Legal and Compliance Departments.

2. Personal Changes (effective as of April 01, 2020)

New Title	Name	Previous Title
CMIC HOLDINGS Co., Ltd. Corporate Director Executive Vice President CTO Assistant to Supervisory Manager of CDMO CMIC CMO Co., Ltd. Corporate Director Executive Vice President (Supervisory Manager of Japan Operations)	Takeshi Hamaura	CMIC HOLDINGS Co., Ltd. Corporate Director Executive Vice President CTO Assistant to Supervisory Manager of CDMO CMIC CMO Co., Ltd. Corporate Director
CMIC HOLDINGS Co., Ltd Executive Vice President CLCO (Chief Legal & Compliance Officer) Administration and Support Unit Head of Legal Compliance Division	Teruo Saito	CMIC HOLDINGS Co., Ltd COO Special Mission

<Reference> Senior Management (effective as of April 01, 2020)

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 Compliance, Corporate Planning, Quality Management) Internal Control and Disclosure Officer
Makoto Matsukawa Executive Vice President	Operations Unit Supervisory Manager of CDMO
Toru Fujieda Executive Vice President	Operations Unit Supervisory Manager of Clinical CRO
Philippe Auvaro Executive Vice President	Operations Unit Supervisory Manager of IPM
Akihisa Mitake Executive Vice President	Operations Unit Supervisory Manager of Healthcare
Yoshiyuki Hano Executive Vice President CHO	Supervisory Manager of Administration and Support Unit (Human Capital, Talent Development, ICT)
Takashi Sano Executive Vice President	Administration and Support Unit Head of Secretarial Office Human Capital Development Center Director Liaison Officer
Takeshi Hamaura Executive Vice President CTO	Operations Unit Assistant to Supervisory Manager of CDMO



Senior Management	Roles and Functions
Teruo Saito Executive Vice President CLCO	Administration and Support Unit Head of Legal Compliance Division Chief Privacy Officer
Hisao Matsubara Senior Vice President	Operations Unit Supervisory Manager of CSO Administration and Support Unit Risk and Crisis management Officer Head of Corporate Planning Department
Hiroshi Kosaku Senior Vice President	Operations Unit Supervisory Manager of Non Clinical CRO