



March 2, 2021

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)

Notice Regarding the Change of Executive Management

CMIC Holdings announces the following changes, effective from April 1, 2021.

1. Organizational Changes

In order to respond to business environment changes in more agile way, CMIC will enhance the corporate hub functions led by CxO, the ultimate responsibility of each group-wide organization. We will also transfer the back-office operations to CMIC Solutions Co., Ltd. to maximize the efficiency of CMIC Group's back-office operations. Following these changes, CMIC Holdings, as a holding company, will be responsible for corporate hub, group governance, and business incubation activities to strengthen the Group's business foundation.

2. Repeal of the Executive Officer System

CMIC Holdings will eliminate the current executive officer positions to clarify the roles and responsibilities of CxO as the ultimate accountability, and speed up the decision-making process for powerful and effective corporate hub functions.

3. Senior Management Members

Name	Title
Kazuo Nakamura	Representative Director Chairman and CEO
Keiko Oishi	Representative Director President and COO , CHO
Toru Fujieda	Corporate Director Division Director of Clinical CRO Business
Wataru Mochizuki	Corporate Director CFO
Makoto Matsukawa	Corporate Director CVO(Chief Value Officer), Division Director of CDMO Business
Yoichi Kuwajima	Corporate Director Vice Chairman

Name	Title
Takeshi Hamaura	Corporate Director Deputy Division Director of CDMO Business
Hidetoshi Takeda	Vice President
Teruo Saito	CLCO (Chief Legal & Compliance Officer)
Hisao Matsubara	Corporate Hub PMO (Project Management Officer) Division Director of CSO Business
Daisuke Nakata	CIO (Chief Information Officer)
Takashi Sano	Academy Head
Philippe Auvaro	Division Director of IPM Business
Akihisa Mitake	Division Director of Healthcare Business
Hiroshi Kosaku	Division Director of Non Clinical CRO Business
Yoshiyuki Hano	Division Director of CSOL(CMIC SOLUTIONS) Business