

To the press and whom it may concern,

CMIC HOLDINGS Co., Ltd.

Notice of Organizational and Personnel Changes

We hereby announce the following organizational and personnel changes.

Notes

1. Organizational Changes (effective as of October 1, 2023)

The CMIC Group operates CRO, CDMO, and Market Solutions businesses as Pharmaceutical Solutions, and Site Support Solutions and Healthcare Revolutions businesses as Healthcare Solutions. We are responding flexibly to technological advances in the pharmaceutical R&D field and DX in the healthcare field, and we will further clarify the authority of responsibility to speed up decision-making and response.

The CRO business will be divided into three segments: (1) Clinical CRO, (2) Non-clinical CRO (BA, CMC), and (3) Drug Discovery Support & Non-clinical (Clinical Pharmacology). Also, the Healthcare Revolution business will be divided into three segments: (1) BS & New Business, (2) CMIC Career Company, and (3) DX Solution.

In addition, in order to further speed up our response to changes in business, we have created a structure in which multiple people will be responsible for some of the businesses and group companies.

2. Personal Changes (effective as of October 1, 2023)

【CMIC HOLDINGS Co., Ltd.】

New Title	Name	Previous Title
<ul style="list-style-type: none"> • Chairman and CEO • CRO Business, Drug Discovery Support/Non-clinical Business (Clinical pharmacology) 	Kazuo Nakamura	<ul style="list-style-type: none"> • Chairman and CEO • Healthcare Revolution Business
<ul style="list-style-type: none"> • CRO Business, Non-clinical Business(BA/CMC) • CDMO Business 	Hiroshi Kosaku	<ul style="list-style-type: none"> • Consulting and Navigation Unit Co-Partner
<ul style="list-style-type: none"> • Chief Medical & Strategy Officer • Market Solutions Business 	Takashi Kaneko	<ul style="list-style-type: none"> • Chief Medical & Strategy Officer
<ul style="list-style-type: none"> • Healthcare Revolution Business (BS/New Business) 	Yoshiyuki Hano	<ul style="list-style-type: none"> • Healthcare Revolution Business
<ul style="list-style-type: none"> • Healthcare Revolution Business (CMIC Career Company) 	Kei Kasai	(CMIC Solutions Co., Ltd. Co-CEO)

<ul style="list-style-type: none"> Healthcare Revolution Business(DX Solution) 	Masao Akita	(CMIC Solutions Co., Ltd. Solutions Business Development Div.)
<ul style="list-style-type: none"> Group Compliance Group personal information and Compliance Officer 	Kyoko Kanamaru	<ul style="list-style-type: none"> Group Diversity promotion Officer
<ul style="list-style-type: none"> Group Corporate Communication Group CSR Promotion Officer 	Emiko Tokunaga	<ul style="list-style-type: none"> Group Corporate Communication
<ul style="list-style-type: none"> Group Legal 	Masaya Kato	(CMIC Solutions Co., Ltd. Legal Department)
<ul style="list-style-type: none"> Group Internal Audit 	Kyoko Nishida	<ul style="list-style-type: none"> Group Human Capital Development

【Affiliated Companies】

New Title	Name	Previous Title
<ul style="list-style-type: none"> CMIC Pharma Science Co., Ltd. Co-CEO CMIC, INC. President & CEO 	Hiroshi Kosaku	<ul style="list-style-type: none"> CMIC, INC. President & CEO
<ul style="list-style-type: none"> CMIC Pharma Science Co., Ltd. Co-CEO 	Seiichiro Mochizuki	<ul style="list-style-type: none"> CMIC Pharma Science Co., Ltd. President
<ul style="list-style-type: none"> OrphanPacific, Inc. Chairman 	Takashi Kaneko	<ul style="list-style-type: none"> OrphanPacific, Inc. Managing Director
<ul style="list-style-type: none"> CMIC Solutions Co., Ltd. Co-CEO 	Masao Akita	<ul style="list-style-type: none"> CMIC Solutions Co., Ltd. Solutions Business Development Div.
<ul style="list-style-type: none"> CMIC Solutions Co., Ltd. Co-CEO 	Shinji Kuwabara	<ul style="list-style-type: none"> CMIC Solutions Co., Ltd. Business Solutions Div.
<ul style="list-style-type: none"> harmo Co., Ltd. Chairman 	Gakuho Fukushi	<ul style="list-style-type: none"> harmo Co., Ltd. Vice Chairman
<ul style="list-style-type: none"> harmo Co., Ltd. Co-CEO 	Tomo Ishijima	<ul style="list-style-type: none"> harmo Co., Ltd. President
<ul style="list-style-type: none"> harmo Co., Ltd. Co-CEO 	Takanori Sando	<ul style="list-style-type: none"> harmo Co., Ltd. Business Development Department
<ul style="list-style-type: none"> harmo Co., Ltd. Co-CEO 	Masahiro Uchigami	<ul style="list-style-type: none"> harmo Co., Ltd. DevOps Department