

Shionogi Announces appointment of Corporate officers, Corporate Reorganization and Personnel Reassignment

OSAKA, Japan, May 23, 2022 - Shionogi & Co., Ltd. (Head Office: Osaka, Japan; President and CEO: Isao Teshirogi, Ph.D.; hereafter "Shionogi") announced that it will implement a reorganization of the Shionogi Group, including changes in responsibilities of candidates for Directors, appointment of Corporate Officers, and mergers of Group companies, as well as personnel reassignments as described below, effective July 1, 2022.

1. Change in responsibilities of candidate for directors (Effective; July 1, 2022)

New (or continuing) Position	Name	Present Position
Chairman of the Board and Representative Director, President and CEO	Isao Teshirogi	Representative Director, President and CEO
Director and Vice Chairman of the Board	Takuko Sawada	Director and Executive Vice President

2. Appointment of Corporate Officers (Effective; July 1, 2022)

New Position	Name	Present Position
Senior Executive Officer, Senior Vice President, Research Division	Yasuyoshi Isou	Corporate Officer, Senior Vice President, CMC R&D Division
Corporate Officer, Senior Vice President, DX Promotion Division	Masashi Deguchi	Vice President, Project Management Department
Corporate Officer, Senior Vice President, Biopharmaceutical Research Division	Yasunori Aoyama	Vice President, Analytical R&D Laboratory
Corporate Officer, Senior Vice President, Integrated Disease Care Division	Yousuke Miharu	Vice President, New Product Planning Department
Corporate Officer, Senior Vice President, Drug Development and Regulatory Science Division	Takeki Uehara	Vice President, Clinical Research Department

3. Purpose of corporate reorganization and new establishment

In the medium-term business plan "Shionogi Transformation Strategy 2030 (STS2030)," the Shionogi Group expressed its intention to evolve from a drug-discovery-based pharmaceutical company that mainly provides ethical drugs into a HaaS (Healthcare as a Service) company that provides comprehensive healthcare services. Amid rapid changes in the business environment and in the needs of society, in order to respond flexibly to those changes and more comprehensively solve the issues facing patients and society, we must continue transforming ourselves into an organization with the ability

Press Release



to make prompt and effective decisions and execute efficient business operations. Based on this concept, in order to further clarify the responsibilities for business execution and to strengthen cooperation among related divisions, new supervisory organizations in charge of each major value chain (R&D, healthcare business, supply, and corporate) will be established. We will change the organization as follows, along the aforementioned lines. Organizations that are newly established or reorganized are indicated by "parentheses".

- I. The R&D Supervisory Unit will oversee three divisions: “Research Division”, “Biopharmaceutical Research Division”, and Drug Development and Regulatory Science Division.
 - The Pharmaceutical Research Division and the CMC R&D Division will be reorganized into the Research Division and the Biopharmaceutical Research Division to increase the efficiency and speed of the process from drug discovery research to manufacturing method design and to advance the development of drugs with new modalities.
 - The Research Division consists of the Laboratory for Drug Discovery and Disease Research, the Laboratory for Medicinal Chemistry Research, the Laboratory for Drug Discovery and Development, the API R&D Laboratory, the Formulation R&D Laboratory, and the Intellectual Property Department.
 - The Laboratory for Bio-Drug Discovery, the Laboratory for Bio-Modality Research, and the Analysis and Evaluation Laboratory will be newly established under the Biopharmaceutical Research Division.
 - In order to further strengthen collaboration with third parties in drug discovery from the R&D stage, the "Investment Strategy Department" will be newly established to handle strategic investment outside the company, and the Business Development Department under the Corporate Strategy Division will be placed directly under the R&D Supervisory Unit.
 - The R&D functions of the Biomarker R&D Department will be incorporated into the related functions of the Research Division and the Biopharmaceutical Research Division in order to enhance their respective specialties.
- II. The Healthcare Business Supervisory Unit will oversee the Pharmaceutical Commercial Division and the Integrated Disease Care Division.
 - The seven Pharmaceutical Promotion Departments under the Pharmaceutical Commercial Division will be reorganized into five Pharmaceutical Promotion Departments.
 - To strengthen the cooperation with the strategy planning/promotion function and sales function related to the HaaS business, the "New Business Promotion Department" will be newly established under the Integrated Disease Care Division.
 - The Regulatory Affairs Department under the Drug Development and Regulatory Science Division will be incorporated into the Healthcare Business Supervisory Unit to enhance coordination between business activities and regulatory affairs activities.
 - To promote efficient business operations from vaccine development to sales, the “Vaccine and Diagnostic Drug Department” will be newly established directly under the Healthcare Business Supervisory Unit by consolidating the Vaccine Business Department of the Integrated Disease Care Division and the business functions of the Biomarker R&D Department of the Pharmaceutical Research Division. Under the Vaccine and Diagnostic Drug Department, the “Diagnostic Drug Office” and the “Partnership Promotion Office” will be established.
- III. The Supply Supervisory Unit will oversee the Global Business Division, overseas Group companies and production Group companies.
 - In addition to overseas Group companies and the Global Business Division, which comprises the Global Business Department and the Global Supply Chain Strategy

Press Release



Department, the Supply Supervisory Unit will also oversee Group companies involved in production to strengthen cooperation among all relevant companies so as to enable more efficient and flexible production and supply of products on a global basis.

IV. The Corporate Supervisory Unit will oversee the Corporate Strategy Division, the Administration Division, the DX Promotion Division, and the Corporate Quality Assurance and Ethics & Compliance Management Division.

- Management and indirect functions previously distributed across the company will be consolidated into the Administration Division, and the “Value Chain Support Department” will be newly established. Under this new Department, the “R&D Support Office” and the “Healthcare Business Support Office” will be established to strengthen cooperation between each supervisory unit/division and headquarters.
- Under the Human Resources Department, the “Human Capital Strategy Office” and the “Career Development Office” will be newly established.
- The Digital Intelligence Department of the DX Promotion Headquarters will be eliminated and transferred to the relevant organization for each function.

4. Merger among Group Companies (Please refer to “Overview of the Merger” below.)

An absorption-type merger will be executed among Shionogi’s Group companies, in which Shionogi Business Partner Co., Ltd., a wholly-owned subsidiary of Shionogi, will be the surviving company and Shionogi Administration Service Co., Ltd., Shionogi Career Development Center Co., Ltd., and Shionogi Marketing Solutions Co., Ltd. will be the absorbed companies. This merger is intended to consolidate the indirect functions of these companies and eliminate duplicative functions such as management and administration, thereby creating an efficient organization that can flexibly handle fluctuations between busy and slow periods by classifying operations into two categories (those that require highly specialized expertise and abundant experience and those that do not) and establishing a system that allows flexible movement of personnel, such that, if a business is short of staff during a busy period, workers can be borrowed from other businesses.

5. Personnel Reassignments (Effective; July 1, 2022)

New (or continuing) Position	Name	Present Position
R&D Supervisory Unit		
Senior Executive Officer, Senior Vice President, R&D Supervisory Unit	John Keller	Senior Executive Officer, Senior Vice President, Corporate Strategy Division
Vice President, Business Development Department	Yuki Tachibana	Laboratory for Medicinal Chemistry Research
Vice President, Investment Strategy Department	Takeaki Dohda	DX Promotion Division
Research Division		
Senior Executive Officer, Senior Vice President, Research Division	Yasuyoshi Isou	Corporate Officer, Senior Vice President, CMC R&D Division
Vice President, Laboratory for Drug Discovery and Disease Research	Takafumi Sato	Pharmaceutical Research Division

Press Release



New (or continuing) Position	Name	Present Position
Vice President, API R&D Laboratory	Takayuki Tsuritani	API R&D Laboratory
President, Shionogi Techno Advance Research Co., Ltd.	Toshiyuki Asaki	President, Shionogi Career Development Center Co., Ltd.
Biopharmaceutical Research Division		
Corporate Officer, Senior Vice President, Biopharmaceutical Research Division	Yasunori Aoyama	Vice President, Analytical R&D Laboratory
Vice President, Laboratory for Bio-Drug Discovery	Mina Yamamoto	Vice President, Laboratory for Innovative Therapy Research
Vice President, Laboratory for Bio-Modality Research	Akira Ino	Vice President, API R&D Laboratory
Vice President, Analysis and Evaluation Laboratory	Izumi Ishikawa	Shionogi Career Development Center Co., Ltd.
Drug Development and Regulatory Science Division		
Corporate Officer, Senior Vice President, Drug Development and Regulatory Science Division	Takeki Uehara	Vice President, Clinical Research Department
Vice President, Project Management Department	Shouko Kan-o	Vice President, Research Planning Department
Vice President, Clinical Research Department	Natsuko Oda	Clinical Research Department
Healthcare Business Supervisory Unit		
Senior Executive Officer, Senior Vice President, Healthcare Business Supervisory Unit and Pharmaceutical Commercial Division	Toshinobu Iwasaki	Senior Executive Officer, Senior Vice President, Drug Development and Regulatory Science Division
Vice President, Vaccine and Diagnostic Drug Department	Norio Tamura	Vice President, Vaccine Business Department
Senior Director, Vaccine and Diagnostic Drug Department, Diagnostic Drug Office	Tomoyuki Yukizawa	Vice President, Biomarker R&D Department
Senior Director, Vaccine and Diagnostic Drug Department, Partnership Promotion Office	Mikiya Takeuchi	Vice President, Business Development Department

Press Release



New (or continuing) Position	Name	Present Position
Vice President, Tokyo Branch Office	Junichiro Akiyoshi	Tokyo Branch Office
Pharmaceutical Commercial Division		
Vice President, Pharmaceutical Commercial Division	Yoshinori Yurugi	Senior Director, Pharmaceutical Promotion Department - Region 3
Senior Director, Promotion Department - Region 1	Harumi Shimazui	Shionogi Pharma Co., Ltd
Senior Director, Promotion Department - Region 2	Toshiyuki Aoi	Senior Director, Specialty Product Office
Senior Director, Promotion Department - Region 3	Masashi Katsumata	Senior Director, Pharmaceutical Promotion Department - Region 4
Senior Director, Promotion Department - Region 4	Kazuya Ishida	Senior Director, Pharmaceutical Promotion Department - Region 5
Senior Director, Promotion Department - Region 5	Souichirou Mitsutake	Senior Director, Pharmaceutical Promotion Department - Region 7
Senior Director, Specialty Product Office	Masao Morishita	Senior Director, Pharmaceutical Promotion Department - Region 6
Integrated Disease Care Division		
Corporate Officer, Senior Vice President, Integrated Disease Care Division	Yousuke Mihar	Vice President, New Product Planning Department
Vice President, New Product Planning Department	Michitaka Shichijo	Corporate Planning Department
Vice President, Corporate Social Responsibility Department and President, Shionogi Smile Heart Co., Ltd.	Hiroyuki Tanaka	Vice President, Corporate Social Responsibility Department and Office for Children's Bright Future
Senior Director, Corporate Social Responsibility Department, Office for Children's Bright Future	Kumiko Masuda	Project Management Department
Vice President, New Business Promotion Department	Hiroyuki Kobayashi	Vice President, Digital Intelligence Department

Press Release



New (or continuing) Position	Name	Present Position
Supply Supervisory Unit		
Senior Executive Officer, Senior Vice President, Supply Supervisory Unit and Global Business Division	Kohji Hanasaki	Senior Executive Officer, Senior Vice President, Global Business Division
Chairman, Shionogi Pharma Co., Ltd	Ryuichi Kume	President, Shionogi Pharma Co., Ltd
Corporate Officer, President, Shionogi Pharma Co., Ltd	Akira Kato	Corporate Officer, President, Shionogi Inc.
Vice President, Shionogi Pharma Co., Ltd	Jun-ichi Hirai	Vice President, Corporate Quality Assurance Supervisor
Global Business Division		
President, Shionogi Inc.	Nathan McCutcheon	Shionogi Inc.
Corporate Supervisory Unit		
Senior Executive Officer, Senior Vice President, Corporate Supervisory Unit	Noriyuki Kishida	Senior Executive Officer, Senior Vice President, Administration Division and Legal Affairs Department
Corporate Strategy Division		
Senior Executive Officer, Senior Vice President, Corporate Strategy Division and Corporate Planning Department	Ryuichi Kiyama	Senior Executive Officer, Senior Vice President, Pharmaceutical Research Division
Vice President, Finance & Accounting Department	Susumu Mitsumori	Vice President, Corporate Planning Department
Administration Division		
Senior Executive Officer, Senior Vice President, Administration Division	Kazuhiro Hatanaka	Senior Executive Officer, Senior Vice President, Pharmaceutical Commercial Division
Vice President, Human Resources Department and Value Chain Support Department	Hirofumi Nagatome	Vice President, Human Resources Department
Vice President, Legal Affairs Department	Aki Ikebata	Legal Affairs Department
Senior Director, Human Resources Department, Human Capital Strategy Office	Takaho Kawamoto	Human Resources Department

Press Release



New (or continuing) Position	Name	Present Position
Senior Director, Human Resources Department, Career Development Office	Yohei Seki	Clinical Research Department
Senior Director, Value Chain Support Department, R&D Support Office	Takeshi Sakai	Senior Director, CMC Planning Office
Senior Director, Value Chain Support Department, Healthcare Business Support Office	Wataru Imamura	Senior Director, Sales Planning Office
President, Shionogi Business Partner Co., Ltd.	Yuji Hosogai	Vice President, Finance & Accounting Department
DX Promotion Division		
Corporate Officer, Senior Vice President, DX Promotion Division	Masashi Deguchi	Vice President, Project Management Department
Corporate Quality Assurance and Ethics & Compliance Management Division		
Corporate Officer, Senior Vice President, Corporate Quality Assurance and Ethics & Compliance Management Division	Takeshi Shiota	Corporate Officer, Senior Vice President, DX Promotion Division
Vice President, Corporate Quality Assurance and Ethics & Compliance Management Division	Toshio Kawakita	Shionogi Pharma Co., Ltd

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, lack of availability 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

Press Release



or otherwise.

For Further Information, Contact:

SHIONOGI Website Inquiry Form : <https://www.shionogi.com/global/en/contact.html>

References

Summary of merger

1. Outline of merging companies

Company surviving the Merger

Shionogi Business Partner Company Limited (as of May 23, 2022)

Corporate Name	Shionogi Business Partner Company Limited [SBP]
Location	7-6, Doshomachi 4-chome, Chuo-ku, Osaka
Representative Person	Shigeki Fujita
The main business	Finance and accounting, procurement, purchase, design and copies
Initial Capitalization	10 million yen
Date of Establishment	April 3, 2017
Number of Staff	70 (as of March 31, 2022)

Company absorbed in the Merger

Shionogi Administration Service Company Limited (as of May 23, 2022)

Corporate Name	Shionogi Administration Service Company Limited [SAS]
Location	7-6, Doshomachi 4-chome, Chuo-ku, Osaka
Representative Person	Masao Kashiya
The main business	Business support for the group companies such as human resources, general administration and internal communications
Initial Capitalization	10 million yen
Date of Establishment	November 2, 1992
Number of Staff	180 (as of March 31, 2022)

Shionogi Career Development Center Company Limited (as of May 23, 2022)

Corporate Name	Shionogi Career Development Center Company Limited [SCD]
Location	829-1 Tonouchi, Amagasaki, Hyogo
Representative Person	Toshiyuki Asaki
The main business	1.Career development and support, planning and pursuing career development programs for the Group companies 2.Planning, operation and evaluation of training and development 3.Planning and operation of professional education for each division of Shionogi such as education for new or current sales representatives, globally-focused education
Initial Capitalization	10 million yen
Date of Establishment	April 3, 2017
Number of Staff	26 (as of March 31, 2022)

Shionogi Marketing Solutions Company Limited (as of May 23, 2022)

Corporate Name	Shionogi Marketing Solutions Company Limited [SMS]
Location	3-13, Imabashi 3-chome, Chuo-ku, Osaka
Representative Person	Minoru Mitsuda

Press Release



The main business	1.1 Commercial data analysis, sales data management and market research 2. Communication design and creation and management of commercial tools 3. Supporting events such as academic lectures
Initial Capitalization	10 million yen
Date of Establishment	April 3, 2017
Number of Staff	71 (as of March 31, 2022)

2. Status after the merger

Corporate Name	Shionogi Business Partner Company Limited [SBP]
Location	7-6, Doshomachi 4-chome, Chuo-ku, Osaka
Representative Person	Yuji Hosogai

