



Shionogi Announces Corporate Reorganization, New Establishment and Personnel Reassignment (Effective April 1, 2025)

OSAKA, Japan, February 26, 2025 - Shionogi & Co., Ltd. (Head Office: Osaka, Japan; President and CEO: Isao Teshirogi, Ph.D.; hereafter "SHIONOGI") announces that it will implement the following corporate reorganization, new establishment and personnel reassignment, effective April 1, 2025.

1. Purpose of corporate reorganization and new establishment

I. R&D Supervisory Unit

- A Venture Alliance Management Office will be established under the R&D Supervisory Unit to engage in new, non-DX/IT-related businesses, venture capital investments, etc.

II. Healthcare Business Supervisory Unit

- The Government Affairs Department will be transferred from the Healthcare Business Supervisory Unit to the Integrated Disease Care Division.
- The Partnership Promotion Office will be dissolved and its functions integrated into the Government Affairs Department to clarify the role of negotiations with external institutions.
- A Digital Marketing Office will be established under the Integrated Disease Care Division to promote more systematic use of digital technology in formulating and implementing marketing strategies.
- The New Business Promotion Department will be dissolved and its functions transferred to the DX New Business Promotion Office under the DX Promotion Division and the Venture Alliance Management Office under the R&D Supervisory Unit.

III. Corporate Supervisory Unit

- The Administration Division will be renamed the Sustainability Management Division to strengthen SHIONOGI's management base for sustainable growth.
- To further strengthen dialogue and collaboration with internal and external stakeholders, the Corporate Social Responsibility Department will be dissolved and integrated into the Corporate Communications Department. The Office for Children's Bright Future will be transferred to the Corporate Communications Department.
- The General Administration Department will be renamed the Corporate Governance Department to clarify the department responsible for corporate governance functions on a global basis.
- A Global HR Strategy Office will be established to engage in the globalization of human resources and global HR functions to globalize corporate functions. The Human Capital Strategy Office, the Career Development Office and the Business Administration Office will be dissolved.
- The functions of the Legal Affairs and Compliance Departments will be merged to form the Legal Affairs and Compliance Department.

- The promotional compliance framework will be strengthened, including compliance with the Guidelines for Provision of Sales Information.
- A DX New Business Promotion Office will be established under the DX Promotion Division to engage in DX/IT-related new businesses.

2. Personnel Reassignments (Effective; April 1, 2025)

Name	New Position	Current Position
R&D Supervisory Unit		
John Keller	Senior Vice President, R&D Supervisory Unit and Pharmaceutical Technology Research Division	Senior Vice President, R&D Supervisory Unit
Hirohide Nambu	Vice President, Business Development Department	Vice President, R&D Supervisory Unit Office and Diagnostic Drug Office
Kenji Yamawaki	Vice President, Intellectual Property Department	Vice President, Laboratory for Medicinal Chemistry Research
Takafumi Sato	Vice President, R&D Supervisory Unit Office	Vice President, Laboratory for Drug Discovery and Disease Research
Gaku Sakaguchi	Vice President, Diagnostic Drug Office	Vice President, New Business Promotion Department
Soichi Shiono	Vice President, Venture Alliance Management	Business Development Department
Drug Discovery Research Division		
Toshiyuki Asaki	Senior Vice President, Drug Discovery Research Division	President, Shionogi Techno Advance Research Co., Ltd.
Yuki Tachibana	Vice President, Medicinal Chemistry Research	Vice President, Business Development Department
Erika Kasai	Vice President, Drug Discovery and Disease Research	Drug Discovery Research Division
Kumio Masuda	Vice President, Drug Discovery and Development	Vice President, Office for Children's Bright Future
Jun Yoshimoto	President, Shionogi Techno Advance Research Co., Ltd.	Senior Vice President, Drug Discovery Research Division and Laboratory for Drug Discovery and Development
Pharmaceutical Technology Research Division		
Yuko Yamamoto	Vice President, Formulation R&D Research Department	Shionogi Pharma Co., Ltd
Chie Kishimoto	Vice President, Analysis and Evaluation Department	Vice President, Regulatory Affairs Department

Name	New Position	Current Position
Drug Development and Regulatory Science Division		
Masako Kaneto	Vice President, Regulatory Affairs Department	Vice President, Pharmacovigilance Department
Yuka Niimi	Vice President, Pharmacovigilance Department	Vice President, Sustainability Management Department
Healthcare Business Supervisory Unit		
Toshiyuki Aoi	Vice President, Drug Information Center	Vice President, Promotion Department - Region 2
Chin-Min Lin	President, Taiwan Shionogi & Co., Ltd	Taiwan Shionogi & Co., Ltd
Masahiro Fujita	President, Beijing Shionogi Pharmaceutical Technology Limited	Healthcare Business Supervisory Unit Office
Yuuko Nakagawa	President, Shionogi Healthcare Co., Ltd	Join
Pharmaceutical Commercial Division		
Naoto Furuta	Senior Vice President, Healthcare Business Supervisory Unit	Vice President, Distribution Management Department
Kazuya Ishida	Vice President, Promotion Department - Region 2	Vice President, Promotion Department - Region 4
Minoru Motokane	Vice President, Promotion Department - Region 3	Vice President, Sales Promotion Department
Masashi Katsumata	Vice President, Promotion Department - Region 4	Vice President, Promotion Department - Region 3
Atsushi Matsuuchi	Vice President, Promotion Department - Region 5	Promotion Department - Region 1
Souichirou Mitsutake	Vice President, Distribution Management Department	Vice President, Promotion Department - Region 5
Atsushi Sano	Vice President, Sales Promotion Department	Promotion Department - Region 2
Integrated Disease Care Division		
Satoru Yoshimoto	Senior Vice President, Integrated Disease Care Division	President, Shionogi Healthcare Co., Ltd
Keiko Tone	Vice President, Digital Marketing office	SHIONOGI BV
Supply Supervisory Unit		
Akira Kato	Senior Vice President, Supply Supervisory Unit	President, Shionogi Pharma Co., Ltd
Yasunori Aoyama	Vice President, Global Supply Chain Strategy Department	Senior Vice President, Pharmaceutical Technology Research Division
Yasuyoshi Iso	President, Shionogi Pharma Co., Ltd	Senior Vice President, Drug Discovery Research Division
Corporate Supervisory Unit		
Kazuhiro Hatanaka	Senior Vice President, Corporate Supervisory Unit	Senior Vice President, Corporate Supervisory Unit and Corporate Strategy Division

Name	New Position	Current Position
Corporate Strategy Division		
Masako Kudo	Senior Vice President, Corporate Strategy Division	Vice President, Finance & Accounting Department
Takuji Fujiwara	Vice President, Finance & Accounting Department	Vice President, Business Administration Office
Takaho Kawamoto	Vice President, Human Resources Department	Vice President, Human Resources Department and Human Capital Strategy Office
Yohei Seki	Vice President, Global HR Strategy Office	Vice President, Career Development Office
Sustainability Management Division		
Masashi Deguchi	Senior Vice President, Sustainability Management Division	Senior Vice President, DX Promotion Division
Izumi Ishikawa	Vice President, Office for Children's Bright Future and President of Yui Connection Co., Ltd	Vice President, Analysis and Evaluation Laboratory
Kazuyo Hirao	Vice President, Corporate Governance Department	Vice President, General Administration Department
Hiroyuki Tanaka	Vice President, Sustainability promotion Department and President of Shionogi Smile Heart Co., Ltd.	Vice President, Corporate Social Responsibility Department and President of Shionogi Smile Heart Co., Ltd.
DX Promotion Division		
Yosuke Miharū	Senior Vice President, DX Promotion Division, DX New Business Promotion Office and President of Stream I Co., Ltd.	Senior Vice President, Integrated Disease Care Division and President of Stream I Co., Ltd.
Corporate Quality Assurance and Ethics & Compliance Management Division		
Aki Ikebata	Vice President, Legal/Compliance Department	Vice President, Legal Department

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 or otherwise.

For Further Information, Contact:

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