



March 30 2018

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, Senior Managing Executive Officer and CFO
(Phone: +81-3-6779-8000)

Notice of Organizational and Personnel Changes

CMIC Holdings Co., Ltd. announces organizational and personnel changes to take effect on April 1 as outlined below aiming at strengthening agile management and PVC (Pharmaceutical Value Creator) model, our new business solution model, to address rapid changes in the pharmaceutical industry.

1. <Organizational Changes> (effective as of April 1 2018)

(1) Introduction of Business Units

To enhance the group-wide management, our current organization will be reorganized into 4 business units, namely Business Development & Sales, Operations, Administration/Support, and Strategy Planning. We will further promote our new business model centering on the PVC model.

(2) Appointment of Supervisory Manager

To strengthen collaboration among newly organized business units and enhance agility of the organization, Supervisory Manager shall be appointed to closely oversee our affiliates and business units.

(3) Appointment of Chief Value Officer

To maximize the value of our unique PVC model, CVO (Chief Value Officer) shall be appointed as a decision-maker and liaison of intra-group collaboration.

2. <Personnel Changes> (effective as of April 1 2018)

(1) Senior Management

Senior Management	Roles and Functions
Kazuo Nakamura Representative Director Chairman CEO	Head of Strategy Planning Unit
Keiko Oishi Representative Director President COO	Head of BD & Sales Unit, Operations Unit, And Administration/Support Unit Supervisory Manager of Business Development & Sales
Nobuaki Inoue Representative Managing Director Executive Vice President CVO and CTO	Operations Unit Supervisory Manager of Non Clinical CRO
Hidetoshi Takeda Executive Vice President	Strategy Planning Unit Supervisory Manager of Strategy Planning US Business Operations

Wataru Mochizuki Managing Director CFO	Administration and Support Unit Supervisory Manager of Finance, Legal, Corporate Planning, Quality Management, and Corporation Communication
Makoto Matsukawa Managing Director	Operations Unit Supervisory Manager of CDMO, CSO, and BD & Sales Unit Business Development Director
Toru Fujieda Managing Director President of CMIC Co., Ltd.	Operations Unit Supervisory Manager of Clinical CRO
Philippe Auvaro Managing Director President of OrphanPacific, Inc.	Operations Unit Supervisory Manager of IPM
Akihisa Mitake Managing Director President of Site Support Institute Co., Ltd.	Operations Unit Supervisory Manager of Healthcare
Yoshiyuki Hano Managing Director CHO	Administration and Support Unit Supervisory Manager of Human Capital, Talent Development, ICT, and Global Project Promotion
Takashi Sano Senior Corporate Officer	Administration and Support Unit Head of Secretarial Office Human Capital Development Center Director

(2) Personnel Change of Corporate Officer

New Title	Name	Previous Title
• CMIC HOLDINGS Co., Ltd. Representative Managing Director Executive Vice President CVO and CTO	Nobuaki Inoue	• CMIC HOLDINGS Co., Ltd. Representative Managing Director Executive Vice President CTO
• CMIC HOLDINGS Co., Ltd. Senior Corporate Officer Agile Promotion Officer Head of Strategy Management Office	Tetsuya Tanigawa	• CMIC HOLDINGS Co., Ltd. Corporate Officer Head of Strategy Management Office
• CMIC HOLDINGS Co., Ltd. Senior Corporate Officer Head of Academia Solution Office	Mitsuya Sakurai	• CMIC HOLDINGS Co., Ltd. Fellow Head of Academia Solution Office