

May 13, 2022

To whom it may concern

Company name: Nichi-Iko Pharmaceutical Co., Ltd.
(Securities Code: 4541, Tokyo Stock Exchange)
Representative name: Yuichi Tamura, President & CEO
Contact: Kazuya Okada, President Office, Director,
Management Support Department

Notice Regarding Change in Representative Board Member and Officer Appointments

At the Board of Directors meeting held today, We made a resolution regarding a change in Representative Board Member and officer appointments as follows.

The official decision with respect to these matters will be made at the 58th Ordinary General Meeting to be held on June 30, 2022 and the subsequent Board of Directors meeting.

Particulars

1. Change in Representative Board Member

(1) Reason for the change

End of term of office

(2) Details of the change

Name	New position	Former position
Takahiro Yoshikawa	(resignation)	Representative Board Member, Responsible for Premium Quality, Supply Chain, and BS Management

(3) Date of change

June 30, 2022

2. Officer appointments

(1) Career summaries of newly appointed Board Members (excluding Board Members Who Are Audit and Supervisory Committee Members)

Name	Career summary
<p>Osamu Mihara Born July 29, 1971</p>	<p>March 1994: Joined the Company April 2013: Branch Manager, Sendai Branch of the Company April 2018: Operating Officer and Vice Head of the Sales & Marketing Division of the Company January 2020: Senior Vice President and Head of the Sales & Marketing Division of the Company April 2022: Executive Vice President and Head of the Sales & Marketing Division of the Company</p>
<p>Hirotohi Naruse Born February 12, 1960</p>	<p>April 1985: Joined Asahi Chemical Industry Co., Ltd. April 2017: General Manager, Regulatory Affairs and Reliability Assurance Center, Asahi Kasei Pharma Corporation and Director, Asahi Kasei Sinmed Corporation April 2020: Joined the Company as Director of GMP Audit Office April 2021: Senior Vice President and Head of Quality Operations Division of the Company April 2022: Executive Vice President and Head of Quality Operations Division of the Company (current position)</p>
<p>Shuji Ishida Born September 4, 1958</p>	<p>April 1981: Joined The Hokuriku Bank, Ltd. June 2012: General Manager, Horikawa Branch, The Hokuriku Bank, Ltd. October 2013: Joined the Company as Director, Finance Department April 2015: Operating Officer and Vice Head of the Administrative Division of the Company May 2019: Senior Vice President and Head of the Administrative Division of the Company April 2022: Executive Vice President and Head of the Administrative Division of the Company (current position)</p>
<p>Susumu Kanda Born October 26, 1962</p>	<p>April 1985: Joined The Sumitomo Bank, Ltd. March 2012: Executive Officer and Head of Corporate Business, SMBC Nikko Securities Inc. October 2020: Joined the Company as Senior Vice President and Director of the President Office April 2022: Executive Vice President and Director of the President Office of the Company (current position)</p>

(2) Career summaries of newly appointed Board Members Who Are Audit and Supervisory Committee Members

Name	Career summary
<p>Noboru Inasaka Born December 18, 1955</p>	<p>March 1978: Joined the Company December 2001: Director, Operation Department of the Company May 2009: Senior Operating Officer and Director, Purchasing Department of the Company December 2011: Senior Operating Officer and Head of the Administrative Division of the Company June 2014: Board of Senior Director of the Company April 2018: Board Member and Executive Vice President of the Company April 2022: Board Member of the Company (current position)</p>

Note: Noboru Inasaka is currently a Board Member of the Company that is not an Audit and Supervisory Committee Member, but will resign from the role of the Board Member of the Company that is not an Audit and Supervisory Committee Member at the close of the 58th Ordinary General Meeting.

(3) Board Member appointments after the 58th Ordinary General Meeting (planned)

Name	Position	Significant Concurrent Positions
Yuichi Tamura	President & CEO, Responsible for Compliance of the Company	–
Osamu Mihara	Board Member, Senior Executive Vice President (newly appointed) Head of the Corporate Reconstruction Division and Responsible for Sales & Marketing, Logistics, Development & Planning Divisions	–
Hirotooshi Naruse	Board Member, Executive Vice President, Responsible Officer (newly appointed) Head of the Quality Operations Division and Responsible for Production, Pharmaceutical Technology, and Quality Assurance & Pharmacovigilance Divisions	–
Shuji Ishida	Board Member, Executive Vice President (newly appointed) Head of the Administrative Division and Responsible for the Procurement Division	–
Susumu Kanda	Board Member, Executive Vice President (newly appointed) Director, President Office and Responsible for the Regulatory Affairs Division, Compliance Office, and Internal Audit Office	–
Hajime Imamura	Outside Board Member	Attorney at law
Kyoko Tanebe	Outside Board Member	Medical doctor and Member, Toyama Prefectural Assembly
Noboru Inasaka	Board Member and Supervisory Committee Member	–
Hitoshi Hori	Outside Board Member and Audit and Supervisory Committee Member	Certified public accountant and tax accountant

Name	Position	Significant Concurrent Positions
Kou Sato	Outside Board Member and Audit and Supervisory Committee Member	Certified public accountant and tax accountant

(4) Resigning Board Members

Name	Position	Reason for stepping down
Takahiro Yoshikawa	Representative Board Member and Responsible Officer	End of term of office
Kenji Akane	Board Member	End of term of office
Shigeo Takagi	Outside Board Member	End of term of office
Hideki Sakai	Outside Board Member	End of term of office
Toshinori Kongoji	Board Member and Audit and Supervisory Committee Member	End of term of office

These officer appointments represent a reform of the management structure intended to restore the Company's business performance. These management reforms also put Board Members in charge of divisions and strengthen collaboration between divisions in order to enable the agile responses by the Company.

In addition, given that an optimal company-wide system based on strong leadership and accountability is necessary in order to achieve radical restructuring, a Corporate Reconstruction Division has been established, with the Board Member, Senior Executive Vice President (newly appointed), Osamu Mihara, as the division head.

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