

Member of the Board and Corporate Auditors

Member of the Board (as of August 1, 2019)



Masayuki Mitsuka

President & Representative Director,
Chief Executive Officer

1982 Entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical)
1999 General Manager of Pharmaceuticals Discovery Laboratory of Yokohama Research Center of Mitsubishi-Tokyo Pharmaceuticals
2004 President and Board Director of ZOEGENE
2007 Associate Director, General Manager of Product Strategy Department of Mitsubishi Pharma
Associate Director, General Manager of Global Product Strategy Department of the Company
2008 Executive Officer, General Manager of Global Product Strategy Department of the Company
2009 Board Director, Executive Officer, General Manager of Global Product Strategy Department of the Company
2012 Board Director, Managing Executive Officer, Division Manager of Development Division of the Company
2014 Representative Director, Senior Managing Executive Officer of the Company
President & Representative Director, Chief Executive Officer of the Company (current)
Board Director of Mitsubishi Chemical Holdings
Board Director of The KAITEKI Institute (current)

Masayuki Mitsuka entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical) in 1982. He worked as a researcher in the Pharmaceutical Research Department. After studying as a research student overseas, in 1999 he became General Manager of Pharmaceuticals Discovery Laboratory of Yokohama Research Center of Mitsubishi-Tokyo Pharmaceuticals. In 2000, he became Assistant Manager of the Corporate Strategic Planning Office and the Life Science Business Promoting Office at Mitsubishi Chemical, and he was responsible for the reform of the R&D system. In addition, he worked on the merger of Mitsubishi-Tokyo Pharmaceuticals and Welfide. Subsequently, in 2002 he moved to ZOEGENE, a bio-related subsidiary established by Mitsubishi Chemical, and in 2004 he became President and Board Director of ZOEGENE. After Mitsubishi Tanabe Pharma was established, he worked in such positions as Board Director, Executive Officer, General Manager of Global Product Strategy Department, and Managing Executive Officer, Division Manager of Development Division. In 2014, he became President & Representative Director, Chief Executive Officer. Under the Medium-Term Management Plan 16-20: Open Up the Future, which started from fiscal 2016, the Company is implementing its four strategic priorities. In addition, he also works as Board Director of The KAITEKI Institute.



Takashi Kobayashi

Representative Director,
Senior Managing Executive Officer

In charge of Digital Transformation
Department

1980 Entered the Company
2004 General Manager of Pharmaceuticals Sales & Marketing Department of Marketing Planning Division of the Company
2007 Executive Officer, General Manager of Corporate Management Department of the Company
2009 Board Director, Executive Officer, General Manager of Corporate Strategic Planning Department of the Company
2012 Board Director, Managing Executive Officer, in charge of Business Unit, responsible for Special Assignments from the President of the Company
2014 Board Director, Managing Executive Officer, Division Manager of Research Division of the Company
2015 Board Director, Managing Executive Officer, Division Manager of Sohyaku. Innovative Research Division of the Company
2016 Representative Director, Senior Managing Executive Officer, Division Manager of Sohyaku. Innovative Research Division of the Company
2017 Representative Director, Senior Managing Executive Officer, Division Manager of CMC Division of the Company
2018 Representative Director, Senior Managing Executive Officer, in charge of Internal Control Office, Future Design Department, Global Quality Assurance Department, Global Regulatory Affairs Department, Clinical, Research & PV Quality Assurance Department, and Medway Business Management Office of the Company
Chief Compliance Officer
2019 Representative Director, Senior Managing Executive Officer, in charge of Digital Transformation Department (current)

Takashi Kobayashi entered Tanabe Seiyaku in 1980. He worked as a researcher in the Safety Research Laboratories. In 1997, he moved to the Human Resources Division, where he was engaged in the operation of the personnel system. He worked as General Manager of Secretary's Office of Administrative Division and as General Manager of Pharmaceuticals Sales & Marketing Department of Marketing Planning Division. After Mitsubishi Tanabe Pharma was established, he worked as Executive Officer, General Manager of Corporate Management Department, and in 2009 he became Board Director, Executive Officer, General Manager of Corporate Strategic Planning Department. Subsequently, he became Board Director, Managing Executive Officer, in charge of Business Unit, responsible for Special Assignments from the President, and he worked to implement structural reforms and to resolve quality control issues and other issues in sales and corporate divisions. Subsequently, as Division Manager of Research Division and as Division Manager of "Sohyaku. Innovative Research Division," he implemented reforms of the research system, and in 2016, he became Representative Director, Senior Managing Executive Officer, Division Manager of Sohyaku. Innovative Research Division, and in 2017, he became Head of CMC Division. As of 2019, he oversees the Digital Transformation Department and is responsible for accelerating business digitalization and expanding new businesses such as digital medicine using AI and IoT technologies.



Eizo Tabaru

Member of the Board,
Managing Executive Officer

In charge of Corporate Strategy & Planning
Department, NeuroDerm Office, Finance
& Accounting Department, and Corporate
Communications Department

1981 Entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical)
2010 General Manager of Finance and Accounting Department of Mitsubishi Chemical (currently, Mitsubishi Chemical)
Associate Director, General Manager of Finance and Accounting Department of Mitsubishi Chemical
2012 Executive Officer, General Manager of Finance and Accounting Department of Mitsubishi Chemical
2014 Executive Officer, General Manager of Finance & Accounting Department of the Company
2015 Board Director, Executive Officer, General Manager of Finance & Accounting Department of the Company
2016 Board Director, Managing Executive Officer, General Manager of Finance & Accounting Department of the Company
2018 Member of the Board, Managing Executive Officer, in charge of Corporate Strategy & Planning Department, NeuroDerm Office, Finance & Accounting Department, and Corporate Communications Department of the Company (current)

Eizo Tabaru entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical) in 1981. In the General Affairs Department at the Kurosaki Plant of Mitsubishi Chemical, he worked in finance and accounting. In 1985, he moved to the Accounting Department at Mitsubishi Chemical, and he worked on a companywide cost system unification project. Subsequently, he worked on overseas projects, and was in charge of local plant construction in such countries as Indonesia and Thailand. In 1998, he started a new job as CFO at MCC PTA India Corp. He worked in accounting, finance, and IT for a plant construction project in Calcutta. Subsequently, he became Associate Director, General Manager of Finance and Accounting Department of Mitsubishi Chemical in 2010, Executive Officer of Mitsubishi Chemical in 2012, and Executive Officer, General Manager of Finance & Accounting Department of the Company in 2014. Since he became a Board Director in 2015, he has contributed to increasing the corporate value of the Company as the person responsible for corporate strategic planning, finance and accounting, and other areas.



Hiroaki Ueno

Member of the Board,
Managing Executive Officer

In charge of Human Resources Department, General Affairs Department, International Business Department, China Operations Management Office, Europe Operations Management Office, ASEAN Business, and Public Affairs & Policy Department

- 1983 Entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical)
- 2005 General Manager of Medicinal Research Laboratories IV of Research Department of Sohyaku, Division of Mitsubishi Pharma Corporation
- 2006 General Manager of Chemistry Research Laboratories of Sohyaku and Research Division of Mitsubishi Pharma Corporation
- 2007 General Manager of Chemistry Department II of Medicinal Chemistry Research Laboratories of Research Division of the Company
- 2010 General Manager of Medicinal Chemistry Research Laboratories II of Research Division of the Company
- 2012 Associate Director, General Manager of Medicinal Chemistry Research Laboratories II of Research Division of the Company
- 2014 Executive Officer, General Manager of Research Strategy & Planning Department of Research Division of the Company
- 2015 Executive Officer, Division Manager of CMC Division (Chemistry, Manufacturing and Control) of the Company
- 2017 Executive Officer, Division Manager of Sohyaku. Innovative Research Division of the Company
- 2018 Managing Executive Officer, Division Manager of Sohyaku. Innovative Research Division, in charge of Intellectual Property and Contract Department of the Company
- 2019 Member of the Board, Managing Executive Officer, in charge of Human Resources Department, General Affairs Department, International Business Department, China Operations Management Office, ASEAN Business, Europe Operations Management Office, Public Affairs & Policy Department of the Company (current)

Hiroaki Ueno entered Mitsubishi Chemical Industries (currently, Mitsubishi Chemical) in 1983 and worked as a researcher in the Pharmaceutical Research Department. In 2006, he was named General Manager of Chemistry Research Laboratories of Sohyaku and Research Division of Mitsubishi Pharma Corporation. After the Company was established, he held important positions in medicinal chemistry research, including General Manager of Medicinal Chemistry Research Laboratories II and General Manager of Research Strategy & Planning Department. After serving as Head of CMC Division in 2015, he became Head of Sohyaku. Innovative Research Division, and focused on the development of pharmaceuticals for the next generation. He was appointed Member of the Board in 2019, and, leveraging his extensive experience in technology development, product strategies and other areas based on his research background, he contributes to raising the Company's corporate value as the person responsible for general affairs, human resources and overseas business.



Yoshihiro Kobayashi

Member of the Board, Managing Executive Officer, Head of Ikuyaku, Integrated Value Development Division

In charge of Global Regulatory Affairs Department

- 1983 Entered the Company
- 2004 General Manager of Clinical Promotion Department of Clinical Operations Center of Development Division of the Company
- 2007 General Manager of Development Department III of Development Division of the Company
- 2009 General Manager of Clinical Research Planning and Coordination Department II of Development Division of the Company
- 2010 General Manager of Development Promotion Department of Development Division of the Company
- 2012 General Manager of Global Project Management Department II of Development Division of the Company
- 2014 General Manager of Global Product Strategy Department of the Company
- 2015 Associate Director, General Manager of Global Product Strategy Department of the Company
- 2016 Executive Officer, General Manager of Ikuyaku Product Strategy Department of Ikuyaku. Integrated Value Development Division of the Company
- 2017 Executive Officer, Deputy Division Manager of Ikuyaku. Integrated Value Development Division, in charge of Development in Japan and Asia of the Company
- 2018 Executive Officer, Division Manager of Ikuyaku. Integrated Value Development Division of the Company
- 2019 Member of the Board, Managing Executive Officer, Head of Ikuyaku. Integrated Value Development Division, in charge of Global Regulatory Affairs Department of the Company (current)

Yoshihiro Kobayashi entered Tanabe Seiyaku in 1983. After being appointed General Manager of Clinical Promotion Department of Clinical Operations Center of Development Division of the Company in 2004, he held important positions in development-related operations, including General Manager of Global Product Strategy Department in 2014 and General Manager of Ikuyaku Product Strategy Department of Ikuyaku. Integrated Value Development Division in 2016, contributing to the Company's business on the frontlines of pharmaceutical development. In 2018, he was appointed Head of Ikuyaku. Integrated Value Development Division, where he not only devised and executed priority development products for the Japanese market but also, for overseas projects, promoted development and approval with overseas affiliates, contributing to the enhancement of the Company's product pipeline. He became a member of the Board in 2019 and draws on his high level of specialization and executive ability based on his development background to help raise the Company's corporate value.



Takeshi Matsumoto

Member of the Board

- 1983 Entered the Company
- 2002 General Manager, Discovery Research Laboratory of Research and Development Division of the Company
- 2003 General Manager of Discovery & Pharmacology Research Laboratories of Research Division of the Company
- 2004 General Manager of Discovery Research of Research Division of the Company
- 2007 General Manager of Research Strategy & Planning Department of Research Division of the Company
- 2008 Associate Director, General Manager of Research Strategy & Planning Department of Research Division of the Company
- 2010 Associate Director, General Manager of Discovery Screening Center of Research Division of the Company
- 2012 Executive Officer, General Manager of Discovery Screening Center of Research Division of the Company
- 2014 Executive Officer, Division Manager of Development Division of the Company
- 2015 Executive Officer, General Manager of Corporate Strategy Office of Mitsubishi Chemical Holdings (healthcare)
- 2018 Managing Executive Officer, General Manager, Healthcare Strategy Office, Corporate Strategy Division of Mitsubishi Chemical Holdings (current)
- Member of the Board of Life Science Institute (current)
- Member of the Board of the Company (current)

Takeshi Matsumoto entered the Company in 1983. From 2002, he held important positions in discovery research, including, in the Research Division, General Manager of Discovery & Pharmacology Research Laboratories and General Manager of Research Strategy & Planning Department. Subsequently, in 2012 he became Executive Officer, General Manager of Discovery Screening Center of Research Division, and in 2014 he became Division Manager of Development Division. In 2015, he became Executive Officer, General Manager of the Corporate Strategy Office of Mitsubishi Chemical Holdings (healthcare), which is the parent company of Mitsubishi Tanabe Pharma. In 2018, he became Managing Executive Officer, General Manager of Healthcare Strategy Office in Corporate Strategy Division of Mitsubishi Chemical Holdings. In this position, he is responsible for business execution in the healthcare businesses. In 2018, he became a Member of the Board of Mitsubishi Tanabe Pharma. He is working to contribute to the business of the Company by bringing its management strategy approach to the healthcare business strategy of Mitsubishi Chemical Holdings. In addition, he is also a Member of the Board of the Life Science Institute.

Member of the Board and Corporate Auditors

Member of the Board (as of August 1, 2019)



Shigeki Iwane
Member of the Board (Outside)

- 1976 Entered The Kansai Electric Power
- 2005 Senior Officer and Office Head of Nuclear Power Maintenance and Innovation Promotion Office of The Kansai Electric Power
- 2007 Executive Officer, General Manager of Corporate Planning Office of The Kansai Electric Power
- 2010 Managing Director of The Kansai Electric Power
- 2012 Representative Director, Executive Vice President & Director of The Kansai Electric Power
- 2013 Representative Director, Executive Vice President of The Kansai Electric Power
- Outside Corporate Auditor of Kinden
- 2016 Outside Member of the Board of the Company (current)
- President and Director of The Kansai Electric Power (current)

Relationship with the Company

There are no special conflicts of interest between the Company and Shigeki Iwane.

Reason for nomination

Since his appointment in June 2016, Shigeki Iwane has fulfilled his duties as an Independent Outside Member of the Board of the Company, based on his management perspective as a top management figure and his wide-ranging knowledge of corporate governance. He is accurate in his identification of issues and his proposals to ensure a balance between business profitability and risk as well as consistency between business execution and strategy from an independent and objective perspective. In addition, as the chair of the Compensation Committee and a member of the Nomination Committee, which are discretionary advisory bodies, he has contributed to appropriate decision making at Board meetings and enhanced the accountability of the Company in regard to management nomination and compensation. The Company believes he will contribute to improving the corporate value of the Group by continuing supervision of the management of the Company as an Independent Outside Member of the Board, and thus has selected him as an Outside Member of the Board.



Tsutomu Kamijo
Member of the Board (Outside)

- 1976 Entered Sapporo Breweries (currently, Sapporo Holdings)
- 2001 Board Director of Sapporo Beverage
- 2003 Board Director and Managing Executive Officer of Sapporo Beverage
- 2007 Board Director of Sapporo Holdings
- 2009 Managing Director (Member of the Board) of Sapporo Holdings
- 2011 President and Representative Director of Sapporo Holdings and CEO of the Sapporo Holdings Group
- 2017 Chairman and Representative Director of Sapporo Holdings
- Outside Member of the Board of the Company (current)
- 2018 Outside Member of the Board of Tohoku Electric Power (current)
- 2019 Chairman of Board of Directors of Sapporo Holdings (current)

Relationship with the Company

There are no special conflicts of interest between the Company and Tsutomu Kamijo.

Reason for nomination

Since his appointment in June 2017, Tsutomu Kamijo has fulfilled his duties as an Independent Outside Member of the Board of the Company, based on his abundant experience as a top management figure and wide-ranging knowledge of globalization of the business. He has given advice and proposals from diverse perspectives especially on strategic aspects of each business, and has accurately identified issues in risk management, from an independent and objective perspective. In addition, as a member of the Compensation Committee and the Nomination Committee, which are discretionary advisory bodies, he has contributed to appropriate decision making at Board meetings and enhanced accountability of the Company in regard to management nomination and compensation. The Company believes he will contribute to improving the corporate value of the Group by continuing supervision of the management of the Company as an Independent Outside Member of the Board, and thus has selected him as an Outside Member of the Board.



Kazutoshi Murao
Member of the Board (Outside)

- 1976 Joined NIPPON TELEGRAPH AND TELEPHONE CORPORATION (hereinafter referred to as "NTT")
- 1999 Executive Manager, Secretary Office, NTT
- 2000 General Manager, Kyoto Branch, NIPPON TELEGRAPH AND TELEPHONE WEST CORPORATION (hereinafter referred to as "NTT WEST")
- 2005 Member of the Board, Executive Manager, Corporate Strategy Planning Department, NTT WEST
- 2008 Executive Vice President, Executive Manager, Corporate Strategy Planning Department, NTT WEST
- 2009 Representative Director, Senior Executive Vice President, NTT WEST
- 2012 Representative Director, President, NTT WEST
- 2018 Counselor to the President, NTT WEST (current)
- 2019 Outside Member of the Board of the Company (current)

Relationship with the Company

There are no special conflicts of interest between the Company and Kazutoshi Murao.

Reason for nomination

Kazutoshi Murao assumed office as President of NIPPON TELEGRAPH AND TELEPHONE WEST CORPORATION in 2012, and has wide-ranging knowledge regarding the utilization of diverse human resources and the Company's value system in management for the creation of innovation, thorough compliance and the promotion of safety and health as well as health management. In addition, as a top management figure, he has abundant experience related to resolving social challenges through ICT and initiatives toward achieving SDGs. The Company believes that he can contribute to improving the corporate value of the Group by supervising the management of the Company as an Independent Outside Member of the Board, and thus has selected him as an Outside Member of the Board.

Corporate Auditors (as of August 1, 2019)



Koji Kudo
Corporate Auditor

- 1981 Entered Mitsubishi Petrochemical (currently, Mitsubishi Chemical)
- 2006 General Manager of Finance & Accounting Department of Japan Polychem
- 2010 General Manager of Finance & Accounting Department of Mitsubishi Plastics (currently, Mitsubishi Chemical)
- 2012 Associate Director, General Manager of Finance & Accounting Department of Mitsubishi Plastics
- 2014 Executive Officer, General Manager of Finance & Accounting Department of Mitsubishi Plastics
- 2016 Corporate Advisor of the Company
Corporate Auditor of the Company (current)



Matsuo Kikuchi
Corporate Auditor

- 1984 Entered the Company
- 2010 General Manager of Development Quality Management Department of Development Division of the Company
- 2012 General Manager of Pharmacovigilance & Quality Planning and Coordination Department of Pharmacovigilance & Quality Assurance Division of the Company
- 2014 Associate Director, General Manager of Pharmacovigilance & Quality Planning and Coordination Department of Pharmacovigilance & Quality Assurance Division of the Company
Associate Director, General Manager of Pharmacology Research Laboratories I of Research Division of the Company
- 2015 Executive Officer, General Manager of Pharmacology Research Laboratories I of Research Division of the Company
- 2016 Executive Officer, Division Deputy Manager of Ikuyaku. Integrated Value Development Division of the Company
- 2017 Corporate Auditor of the Company (current)



Tadashi Fukuda
Corporate Auditor (Outside)

- 1986 Entered Daiichi Law Office
- 2015 Outside Corporate Auditor of EXEDY (current)
- 2016 Executive Partner of Daiichi Law Office (current)
Outside Corporate Auditor of the Company (current)



Hiroshi Enoki
Corporate Auditor (Outside)

- 1984 Entered Tohmatsu Awoki & Co.
- 1999 Representative Director of Tohmatsu Environmental Quality Research Institute
- 2006 Representative Director of Tohmatsu Consulting
- Managing Partner of Tohmatsu & Co.
- 2009 Partner of Deloitte Touche Tohmatsu
- 2018 Outside Corporate Auditor of the Company (current)
Representative of Hiroshi Enoki Certified Public Accountant Office (current)



Mitsue Maru
Corporate Auditor (Outside)

- 1987 Nurse at National Hospital Medical Center
- 1992 Assistant, Department of Nursing, Chiba University
- 1999 Completed Doctorate Course of University of Alabama at Birmingham School, and Obtained Doctorate (Mother-Child Nursing)
- 2000 Assistant Professor, Department of Nursing, Kitasato University
- 2005 Associate Professor of Development in Pediatric and Family Nursing, Graduate School of Tokyo Medical and Dental University
- 2009 Professor of International Nursing Development Graduate School of Tokyo Medical and Dental University
- 2014 Professor of International Nursing Development Department of Nursing and Rehabilitation, Konan Women's University (current)
- 2019 Outside Corporate Auditor of the Company (current)