

News Release



February 26, 2026
JCR Pharmaceuticals Co., Ltd.

Announcement of Executive Appointments and Organizational Changes

Hyogo, Japan – February 26, 2026 – [JCR Pharmaceuticals Co., Ltd.](#) (TSE 4552; “JCR”) today announced that its Board of Directors approved changes in Representative Director, executive appointments, organizational restructuring and personnel changes, as outlined below.

1. New Assignments of Representative Directors (As of April 1, 2026)

Name	New Title	Current Title
Toru Ashida	Representative Director, Chairman	Director, Senior Managing Executive Officer, Executive Director, Sales Division
Hiroyuki Sonoda, Ph.D.	Representative Director, President, Chief Scientific Officer	Director, Senior Managing Executive Officer, Executive Director, Research Division
Shin Ashida	Director, Founder	Representative Director, Chairman, President and CEO

Changes in Representative Director were previously disclosed in a press release dated May 13, 2025, titled “[JCR Pharmaceuticals Announces Chairman and President Transition as of April 1, 2026.](#)” Please refer to that release for the background and the biography of the newly appointed Representative Director(s).

2. Organizational Changes (As of April 1, 2026)

Organization directly under the president

1. Establishment of the Executive Office

An Executive Office will be established as a direct reporting unit to support executive decision-making through information gathering, policy coordination, and strategic planning support.

2. Establishment of the Advanced Biopharmaceutical Research Institute

To further advance innovative research activities, JCR will establish a new research institute. Reporting directly to the President, the institute will address unmet medical needs, including neurodegenerative and rare diseases. In addition to advancing existing research and development (R&D) initiatives, it will pursue novel therapeutic strategies and innovative drug delivery technologies.

For additional details, please refer to today’s separate press release titled “JCR Establishes Advanced Biopharmaceutical Research Institute.”

Business Development Division

Refinement of the Intellectual Property Department Name

The department name will be refined to reflect a stronger emphasis on value creation through intellectual property.

Sales Division

Integration of Sales Functions and Regional Realignment

To streamline strategic planning and strengthen alignment across sales operations, the Head office Direct Control Sales Department (Hokkaido area) will be integrated into the East Japan Sales Department. In addition, to enable more region-specific sales strategies and faster decision-making, the current East Japan Sales Department and Tokyo Metropolitan Area Sales Department will be reorganized into three units: East Japan Sales, Kanto Sales, and Tokyo Sales.

Research Division

Establishment of the Regenerative Medicine Research Institute

To strengthen discovery and drug development activities in regenerative medicine, the Regenerative Medicine Unit within the Drug Discovery Research Institute will be elevated to a department-level organization. This change is intended to accelerate basic research and development in regenerative medicine and support earlier technology development and therapeutic innovation.

Corporate Strategy Division

1. Establishment of the New Product Planning Office

JCR will establish a New Product Planning Office to accelerate the introduction of new development programs in the rare disease field in Japan, in close coordination between R&D and marketing.

2. Establishment of the Global Business Operations Office

To further strengthen global expansion, JCR will establish a Global Business Operations Office, building on initiatives previously led by the Corporate Strategy Department. Leveraging prior regulatory approvals in Japan, the office will aim for rapid market entry with the goal of maximizing global product value.

Administration Division

1. Realignment of Responsibilities and Renaming of the Legal Affairs Department

To strengthen compliance governance, responsibilities between the Legal Affairs Department and the Internal Control Department will be realigned. The Legal Affairs Department will be reorganized and renamed the Legal & Compliance Department.

2. Transfer of the Secretarial Office

To support the smooth operation of the new executive structure, the Secretarial Office, previously reporting directly to the President, will be transferred under the Administration Division.

3. Renaming of the Human Resources Planning Department

As JCR enters the implementation phase of its revised HR systems, the Human Resources Planning Department will be renamed the Human Resources Department to better reflect its evolving role.

3. Executive Personnel Changes (As of April 1, 2026)

Name	New Title	Current Title
Andrea Spezzi, M.D., FFPM	Director, Senior Managing Executive Officer	Director, Managing Executive Officer

4. Changes of Executive Officers (As of April 1, 2026)

Name	New Title	Current Title
Yutaka Honda	Senior Managing Executive Officer, Executive Director, Administration Division, Head of Executive Office	Senior Executive Officer, Executive Director, Administration Division

Yoh Ito	Managing Executive Officer, Executive Director, Corporate Strategy Division	Senior Executive Officer, Executive Director, Corporate Strategy Division
Makoto Ashida	Managing Executive Officer, Executive Director, Production Division	Executive Officer, Assistant Director, Production Division
Anne Bechet	Managing Executive Officer, Executive Director, Development Division, JCR Europe B.V. General Manager, JCR USA Inc. CEO	Senior Executive Officer, Executive Director, Development Division, JCR Europe B.V. General Manager, JCR USA Inc. CEO
Tomohiko Miyagawa	Executive Officer, Executive Director, Sales Division	Director, Sales Promotion Department, Sales Division
Kazutoshi Mihara	Executive Officer, Executive Director, Research Division and Director, CMC Research Institute	Deputy General Manager, Research Division and Director, CMC Research Institute
Hiroyuki Fukuya	Executive Officer, Director, Legal and Compliance Department, Internal Control Department Chief Legal and Compliance Officer	General Manager, Legal Affairs Department General Manager, Internal Control Department

5. Personnel Changes (As of April 1, 2026)

Name	New Title	Current Title
Kenichi Takahashi	Scientific Expert Fellow Director, Advanced Biomedical Research Institute	Scientific Expert Fellow Director, Biopharmaceutical Innovation Research Institute, Research Division
Yuichi Kimura	Director, East Japan Sales Dept., Sales Division	Director, Sales Dept. (Hokkaido Area) under Direct Control of Sales Division, Sales Division
Takeshi Uesaka	Director, Kanto Sales Dept., Sales Division	Director, East Japan Sales Dept., Sales Division
Yasunori Shiroyama	Director, Tokyo Sales Dept., Sales Division	Director, Tokyo Metropolitan Area Sales Dept., Sales Division
Tsuyoshi Tajiri	Director, Kinki Sales Dept., Sales Division	Director, Marketing Dept., Sales Division
Hiroyuki Ozaki	Director, Sales Promotion Dept., Sales Division	Director, Kinki Sales Dept., Sales Division

Takafumi Shimizu	Director, Marketing Dept., Sales Division	Deputy Director, Marketing Dept. and Manager, Lysosomal Storage disease Group and Cell Regeneration Field Group, Sales Division
Tadao Shibasaki	Director, Biopharmaceutical Innovation Research Institute, Research Division	Unit Manager, Exploratory Research Unit, Biopharmaceutical Innovation Research Institute, Research Division
Kohtaro Minami	Director, Drug Discovery Research Institute, Research Division	Unit Manager, Pharmacology and Toxicology Unit, Drug Discovery Research Institute, Research Division
Kiwamu Imagawa	Director, Regenerative Medicine Research Institute, Research Division	Director, Regenerative Medicine Unit, Drug Discovery Research Institute, Research Division
Yasushi Zenitani	Director, Production Management Unit, Production Division	Director, Single Use Technology Unit, Production Division
Mizuki Tabata	Director, Single Use Technology Unit and Group Manager, SUT Group3, Production Division	Deputy Unit Manager, Single Use Technology Unit and Group Manager, SUT Group3, Production Division
Mitsugu Kiyokawa	Director, Intellectual Property Department, Business Development Division	Director, Intellectual Property Department, Business Development Division (acting)
Kazunori Tanizawa	Expert Fellow Director, New Product Planning Office, Corporate Strategy Division	Expert Fellow
Masaaki Usui	Director, Global Business Operations Office, Corporate Strategy Division	Acting Director, Corporate Strategy Department, Corporate Strategy Division
Shinji Okamoto	Director, Human Resources Department, Administration Division	Director, Human Resources Planning Department, Administration Division
Sanae Hashimoto	Director, Secretarial Office, Administration Division	Director, Secretarial Office

Reference : New Executive and Board Leadership Structure (As of April 1, 2026)

• Representative Director

Representative Director, Chairman	Toru Ashida
Representative Director, President, Chief Scientific Officer	Hiroyuki Sonoda, Ph.D.

• Director

Director, Senior Managing Executive Officer	Andrea Spezzi, M.D., FFPM
Director, Managing Executive Officer, Executive Director, Quality Assurance Division	Yoshio Hiyama, Ph.D.

• Founder

Director, Founder	Shin Ashida
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• Executive Officer

Senior Managing Executive Officer, Executive Director, Administration Division, Head of Executive Office	Yutaka Honda
Senior Managing Executive Officer, Executive Director, Business Development Division	Toshihiro Ishikiriyama
Managing Executive Officer, Executive Director, Corporate Strategy Division	Yoh Ito
Managing Executive Officer, Executive Director, Production Division	Makoto Ashida
Managing Executive Officer, Executive Director, Development Division, JCR Europe B.V. General Manager, JCR USA Inc. CEO	Anne Bechet
Senior Executive Officer, Director, International Affairs Office	Takayo Egawa
Executive Officer, Executive Director, Sales Division	Tomohiko Miyagawa
Executive Officer, Executive Director, Research Division and Director, CMC Research Institute	Kazutoshi Mihara
Executive Officer, Director, Legal and Compliance Department, Internal Control Department Chief Legal and Compliance Officer	Hiroyuki Fukuya

About JCR Pharmaceuticals Co., Ltd.

JCR Pharmaceuticals Co., Ltd. (TSE 4552) is a global specialty pharmaceutical company that develops treatments that go beyond rare diseases to solve the world's most complex healthcare challenges. We continue to build upon our 50-year legacy in Japan while expanding our global

footprint into the U.S., Europe, and Latin America. We improve patients' lives by applying our scientific expertise and unique technologies to research, develop, and deliver next-generation therapies. Our approved products in Japan include therapies for the treatment of growth disorder, MPS II (Hunter syndrome), Fabry disease, acute graft-versus host disease, and renal anemia. Our investigational products in development worldwide are aimed at treating rare diseases including MPS I (Hurler, Hurler-Scheie and Scheie syndrome), MPS II, MPS IIIA and B (Sanfilippo syndrome type A and B), and more. Our core values – Putting people first, Forging our own path, Always advancing, and Committed to excellence – mean that the work we do benefits all our stakeholders, including partners, patients and employees. We strive to expand the possibilities for patients while accelerating medical advancement at a global level. For more information, please visit JCR's global website: <https://jcrpharm.com/>.

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