

## Press Release

February 2, 2026

### **Announcement of Organizational Changes and Personnel Changes**

Tanabe Pharma Corporation (Head Office: Chuo-ku, Osaka; Representative Director, CEO: Akihisa Harada) announced today the following organizational changes and personnel changes.

#### ■ Organizational Changes (Effective as of April 1, 2026)

- The Corporate Strategy Division will be renamed to the “Corporate Operations Division”.
- The Legal, Compliance, and Intellectual Property Division will be abolished. Subordinate departments will report directly to the Chief Transformation Officer & General Counsel.
- The Business Development Division will be abolished, and the subordinate departments will be transferred to the Corporate Operations Division.
- The Finance Division will be abolished. Subordinate departments will report directly to the Chief Financial Officer.
- The Human Resources & General Affairs Division will be abolished. Subordinate departments will report directly to the Chief Human Resources Officer. An executive officer in charge of “Reform Projects” will be newly established under the Chief Human Resources Officer.
- The Global Development & Medical Affairs Division will be renamed “US Development” and the Development & Medical Affairs Division will be renamed “Development Division”. An executive officer “Head of Regulatory Affairs” will be newly established to report to the Head of Development Division.
- The Japan Pharmaceutical Business Division will be reorganized into the “Marketing Division” and the “Sales Division”.

#### ■ Personnel Changes (Effective as of April 1, 2026)

##### • Appointment

| New  | Name             | Current   |
|--|------------------|---|
| Executive Officer,<br>Head of Marketing Div. | Kiyonobu Kawano※ | Japan Pharmaceutical<br>Business Div.                           |
| Executive Officer,<br>Head of Sales Div.     | Hajime Minami    | Senior Vice President,<br>Japan Pharmaceutical<br>Business Div. |

※ Joined February 1, 2026

##### • Change of assigned duties

| New   | Name              | Current   |
|---|-------------------|---|
| Chief Transformation Officer &<br>General Counsel | Kazumasa Nagayama | Chief Transformation<br>Officer & General<br>Counsel,<br>Head of Business<br>Development Div. |

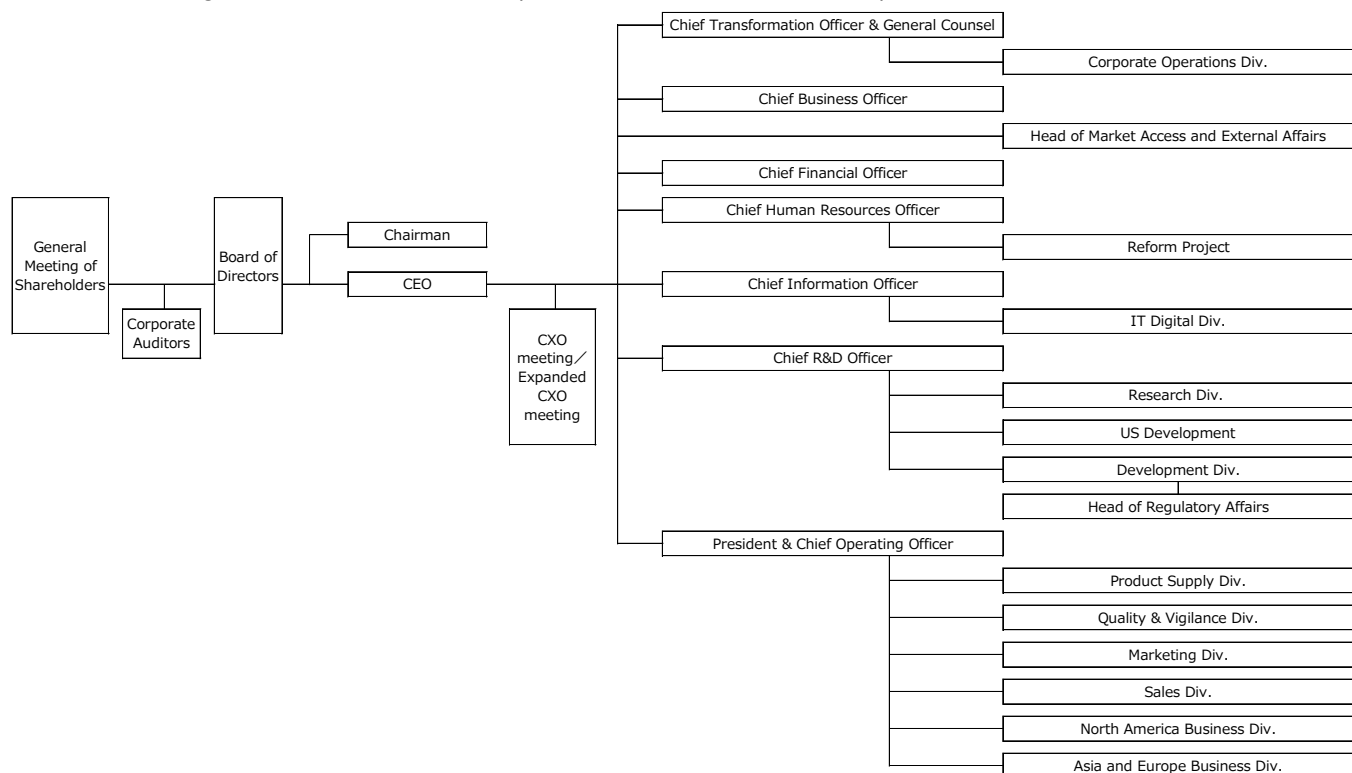
|   |                  |   |
|---|------------------|---|
| Chief Financial Officer                                 | Amit Singh       | Chief Financial Officer,<br>Head of Finance Div.  |
| Chief R&D Officer                                       | Masahiko Ohtsuki | Chief Scientific Officer  |
| Executive Officer,<br>Head of Corporate Operations Div. | Tetsurou Iwata   | Executive Officer, Head of<br>Corporate Strategy Div.   |
| Executive Officer,<br>Head of US Development            | Bijan Nejadnik   | Chief Medical Officer,<br>Head of Global R&D,<br>and Global Development<br>& Medical Affairs Div. |
| Executive Officer,<br>Head of Development Div.          | Kazuhiro Kanmuri | Executive Officer, Special<br>Assignment to the CEO   |
| Executive Officer,<br>in Charge of Reform Project       | Tomoaki Tokuno   | Executive Officer,<br>Head of Human<br>Resources & General<br>Affairs Div.                        |
| Executive Officer,<br>Head of Regulatory Affairs        | Yousuke Kimura   | Executive Officer,<br>Head of Development &<br>Medical Affairs Div.                               |

■ Directors of the Board and Executive Team (Effective as of April 1, 2026)

| Title   | Name              |
|---|-------------------|
| Representative Director of the Board,<br>Chief Executive Officer            | Akihisa Harada    |
| President, Representative Director of the Board,<br>Chief Operating Officer | Akihiro Tsujimura |
| Chairman, Director of the Board   | Costa Saroukos    |
| Director of the Board   | Ryousuke Tanabe   |
| Director of the Board   | Yuji Sugimoto     |
| Director of the Board   | Masashi Suekane   |
| Director of the Board   | Hiroki Inada      |
| Director of the Board   | William Cozean    |
| Director of the Board   | Nicholas Gattas   |
| Corporate Auditor   | Satomi Takada     |

|   |                    |
|---|--------------------|
| Corporate Auditor   | Shintaro Kohmoto   |
| Chief Transformation Officer & General Counsel                | Kazumasa Nagayama  |
| Chief Business Officer  | Sean Ryan          |
| Chief Financial Officer                                       | Amit Singh         |
| Chief Human Resources Officer                                 | Naoki Ohta         |
| Chief Information Officer, Head of IT Digital Div.            | Keitaro Shigemasa  |
| Chief R&D Officer   | Masahiko Ohtsuki   |
| Executive Officer, Head of Corporate Operations Div.          | Tetsurou Iwata     |
| Executive Officer, Head of Research Div.                      | Naoya Masutomi     |
| Executive Officer, Head of US Development                     | Bijan Nejadnik     |
| Executive Officer, Head of Development Div.                   | Kazuhiro Kanmuri   |
| Executive Officer, Head of Product Supply Div.                | Kenji Taguchi      |
| Executive Officer, Head of Quality & Vigilance Div.           | Masanobu Kono      |
| Executive Officer, Head of Marketing Div.                     | Kiyonobu Kawano    |
| Executive Officer, Head of Sales Div.                         | Hajime Minami      |
| Executive Officer, Head of North America Business Div.        | Yasutoshi Kawakami |
| Executive Officer, Head of Asia and Europe Business Div.      | Toshifumi Tada     |
| Executive Officer, Head of Market Access and External Affairs | Simon Collier      |
| Executive Officer, in Charge of Reform Project                | Tomoaki Tokuno     |
| Executive Officer, Head of Regulatory Affairs                 | Yousuke Kimura     |

■ Management Structure Chart (Effective as of April 1, 2026)



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