


Directors (As of June 27, 2025)



Terukazu Kato

August 26, 1963

President and Representative Director CEO

1986 Joined the Company

2001 President and Representative Director of TSUMURA USA, INC.

2011 Director and Executive Officer, Head of Corporate Communications of the Company

2012 President and Representative Director of the Company

2019 President and Representative Director CEO of the Company (incumbent)

■ Year of assumption of the post of Director 2011 ■ Number of shares in the Company held 41,900*



Kei Sugii

December 16, 1969

Director Co-COO

1994 Joined Mitsubishi Petrochemical Engineering Corporation (currently Mitsubishi Chemical Engineering Corporation)

2006 Joined Accenture Japan Ltd.

2009 Joined the Company

2013 Head of Logistics Planning Department

2016 Head of SCM Planning Department


2017 General Manager of the Company, CEO of SHENZHEN TSUMURA MEDICINE CO., LTD.

2018 General Manager of the Company, Chairman and CEO of SHENZHEN TSUMURA MEDICINE CO., LTD.

2020 Executive Officer, Head of Production Division of the Company

2022 Co-COO (from April), Director Co-COO of the Company (from June, incumbent)

■ Year of assumption of the post of Director 2022 ■ Number of shares in the Company held 7,100*



Hiroshi Miyake

August 4, 1949

Outside Director

1973 Joined Mitsubishi Corporation


2005 Senior Vice President of Mitsubishi Corporation, President of Mitsubishi International GmbH and Deputy Regional CEO for Europe

2010 Senior Managing Executive Officer of Tokushu Tokai Paper Co., Ltd.

2015 Representative Director, Executive Vice President of Tokushu Tokai Paper Co., Ltd.

2018 Outside Director of TSUMURA & CO. (incumbent)

■ Year of assumption of the post of Director 2018 ■ Number of shares in the Company held 4,000*



Tadashi Okada

May 1, 1956

Outside Director

1979 Joined Komatsu Ltd.


2003 Vice President of Komatsu (China) Ltd.

2014 Senior Executive Officer Supervising Corporate Communications, CSR, General Affairs, and Compliance of Komatsu Ltd.

2017 Representative Director and Chairman of QUALICA Inc.

2020 Outside Director of TSUMURA & CO. (incumbent)

■ Year of assumption of the post of Director 2020 ■ Number of shares in the Company held 900*



Mariko Eguchi

March 13, 1966

Outside Director

1988 Joined The Mitsubishi Bank, Limited (currently MUFG Bank, Ltd.)

1999 Joined Nikko Salomon Smith Barney Limited (currently Citigroup Global Markets Japan Inc.)

Vice President of Investment Banking Division

2006 Joined UBS Securities Japan Co., Ltd. Director of Investment Banking

2008 Director of Public Relations Division (Corporate Communications & Branding) of UBS Group


2019 Joined LaSalle Investment Management Inc. Director of Asia Pacific Public Relations Division

2020 Joined Aflac Life Insurance Japan Ltd. Executive Officer responsible for Public Relations Department, Office for the Promotion of Social and Public Activities

2024 Advisor of Aflac Life Insurance Japan Ltd. (incumbent)

2025 Outside Director of SIGMAXYZ Holdings Inc. (incumbent), Outside Director of TSUMURA & CO. (incumbent)

■ Year of assumption of the post of Director 2025 ■ Number of shares in the Company held 0*



Tomihiro Nagafuchi

September 25, 1964


Director and Full-Time Audit and Supervisory Committee Member

1987 Joined the Company

2014 Head of Internal Auditing Department

2023 General Manager (from April), Director and Full-Time Audit and Supervisory Committee Member of the Company (from June, incumbent)

■ Year of assumption of the post of Director 2023 ■ Number of shares in the Company held 3,220*



Akemi Mochizuki

June 10, 1954

Outside Director and Audit and Supervisory Committee Member

1984 Joined Aoyama Audit Corporation (currently PricewaterhouseCoopers Japan LLC)

1988 Registered as certified public accountant

2018 Partner at Akahoshi Audit Corporation

2018 Independent Director and Audit Committee Member of NSK Ltd.

2019 Outside Director and Audit and Supervisory Committee Member of TSUMURA & CO. (incumbent)

2021 Outside Audit and Supervisory Board Member of Asahi Kasei Corporation (incumbent)

2022 Statutory Auditor (part-time) of SBI Holdings, Inc. (incumbent)

■ Year of assumption of the post of Director 2019 ■ Number of shares in the Company held 3,500*



Chieko Tsuchiya

January 27, 1971

Outside Director and Audit and Supervisory Committee Member

1993 Joined Citibank, N.A.

2001 Registered as an attorney and joined Law Offices of Hideyuki Sakai (Bingham Sakai Mimura Aizawa (foreign law joint enterprise))

2006 Registered as an attorney in New York State

2012 Legal Officer of International Atomic Energy Agency (IAEA)

2015 Joined Anderson Mori & Tomotsune

2016 Part-Time Judge of Tokyo Family Court (Domestic Relations Conciliator)

2019 Special Counsel of Anderson Mori & Tomotsune (incumbent)

2021 Consultant of Tilleke & Gibbins International Ltd. (Thailand)

2025 Outside Director, Audit and Supervisory Committee Member of MICRONICS JAPAN CO., LTD. (incumbent), Outside Director and Audit and Supervisory Committee Member of TSUMURA & CO. (incumbent)

■ Year of assumption of the post of Director 2025 ■ Number of shares in the Company held 0*

* As of June 30, 2025

Members of Meetings

	Name	Board of Directors	Audit and Supervisory Committee	Nomination Advisory Committee	Remuneration Advisory Committee	Outside Directors' Meeting	Executive Committee	Executive Officers' Meeting
Directors	Terukazu Kato	◎		●	●		●	●
	Kei Sugii	●					◎	●
	Hiroshi Miyake	●		◎	◎	◎		
	Tadashi Okada	●		●	●	●		
	Mariko Eguchi	●		●		●		
	Tomihiro Nagafuchi	●	●		□		□	□
	Akemi Mochizuki	●	◎	●		●		
	Chieko Tsuchiya	●	●	●		●		
Executive Officers	Koin Toda						●	●
	Kaoru Kobayashi						●	◎
	Koji Endo						●	●
	Akihito Konda						●	●
	Shoichi Kumagai							●
	Zhang Lixian							●
	Yoshiharu Watanabe							●
	Kazushige Mizoguchi							●
	Koji Shiseki	□					□	●
	Toshio Yamaoka							●
	Yasushi Nakagawa							●

Note: ◎ indicates the committee chair/chairman, ● indicates a member, □ indicates an observer.

Skill Matrix of the Company's Board of Directors

	Name	Gender	Age	Outside/ independent	Corporate management	Global	Sales/marketing	SDGs/ESG	IT	Finance/ accounting	Legal/risk management	Human resource management
Directors	Terukazu Kato	Man	61		◎	○	○	○	○	○		○
	Kei Sugii	Man	55		○	○		◎	○			
	Hiroshi Miyake	Man	75	●	○	○	◎	○	○			
	Tadashi Okada	Man	69	●	○	◎ (China)		○	○		○	
	Mariko Eguchi	Woman	59	●	○	◎	○	○		○		
Directors who are Audit and Supervisory Committee members	Tomihiko Nagafuchi	Man	60					◎			○	
	Akemi Mochizuki	Woman	71	●						◎		
	Chieko Tsuchiya	Woman	54	●							◎	

Man
 Woman
 Note: Age as of June 27, 2025

Requirements for Skill Items

Corporate management	Person who has experienced executive officer at listed companies, or has insights and experience necessary for the formulation of business strategies and has the ability to offer advice	IT	Person who has insights in IT technologies, etc., and has the ability to recognize a challenge and propose solutions toward digitalization
Global	Person who has experienced overseas business management, and has insights and experience regarding global corporate management	Finance/accounting	Person who has insights and experience of finance and accounting, person who has operational experience in financial institutions, or person who is qualified as a certified public accountant or a tax accountant
Sales/marketing	Person who has insights and experience regarding sales and marketing, person who is well-versed in the pharmaceutical industry and has the ability to offer appropriate advice on marketing	Legal/risk management	Person who has experienced risk management and has insights and experience of legal affairs and risks, or who is qualified as an attorney
SDGs/ESG	Person who has insights and experience in handling climate change and other environmental issues, person who has insights and experience regarding expertise of diversity, CSR, CSV, corporate governance, etc.	Human resources management	Person who has experienced the formulation of human resources strategies, and has insights and experience regarding the field of human resource development

Note: Matching the requirements of a skill is indicate by ○ and having particular expertise in a skill is indicated by ◎.

Executive Officers

Terukazu Kato	CEO	Zhang Lixian	Executive Officer Supervising production in operations in China and supervising formulation platform in China
Kei Sugii	Co-COO In charge of External Affairs Department and Internal Auditing Department	Yoshiharu Watanabe	Executive Officer Supervising crude drug platform in China in charge of Crude Drug Division
Koin Toda	Co-COO General Representative for China In charge of Chinese Group companies	Kazushige Mizoguchi	Executive Officer Head of Quality & Safety Management Division
Kaoru Kobayashi	CFO Head of Corporate Management Division	Koji Shiseki	Executive Officer Head of Legal Department in charge of General Affairs Department and Appropriate Promotion Department
Koji Endo	CHRO Head of Human Resources Division	Toshio Yamaoka	Executive Officer Head of Pharmaceutical Sales & Marketing Division
Akihito Konda	CTO (Chief Technology Officer) Head of Research & Development Division	Yasushi Nakagawa	Executive Officer Head of Healthcare Division
Shoichi Kumagai	Executive Officer Head of Production Division		