

Corporate Governance

Sumitomo Pharma commits itself to continuously pursuing the establishment of a corporate governance system which is highly effective, aiming for the fuller realization of its Corporate Mission and Management Mission. The Company posts on its website the summary for its basic concept and basic policy titled the “Basic Policy on Corporate Governance.” The Company responds appropriately to the June 2021 revisions of the Corporate Governance Code.

Corporate governance system

Sumitomo Pharma has elected the organizational structure of a “Company with an Audit & Supervisory Board” to audit the execution of duties by the Directors, independent of the Board of Directors. In addition, the Company has adopted an executive officer system to separate management supervision from business execution.

The Board of Directors consists of nine members (including one female Director as of July 1, 2022), including four Independent Outside Directors (chairperson: the President). The Board of Directors holds a meeting once a month, in principle, and resolves and reports on material business matters.

The Company has a Nomination and Compensation Committee, which has Independent Outside Directors for a majority of its members and as its chairperson, and holds meetings as necessary, as a consultative body to the Board of Directors.

The Company has also set up the Supervisory Committee for Conflict of Interests in Transactions between Group Companies, which holds meetings as necessary, as a consultative body to the Board of Directors, and it consists of all the Independent Outside Directors.

The Management Committee holds meetings twice a month, in principle, as a consultative body to the President and CEO for the decision making for important business matters, based on the basic policy determined by the Board of Directors.

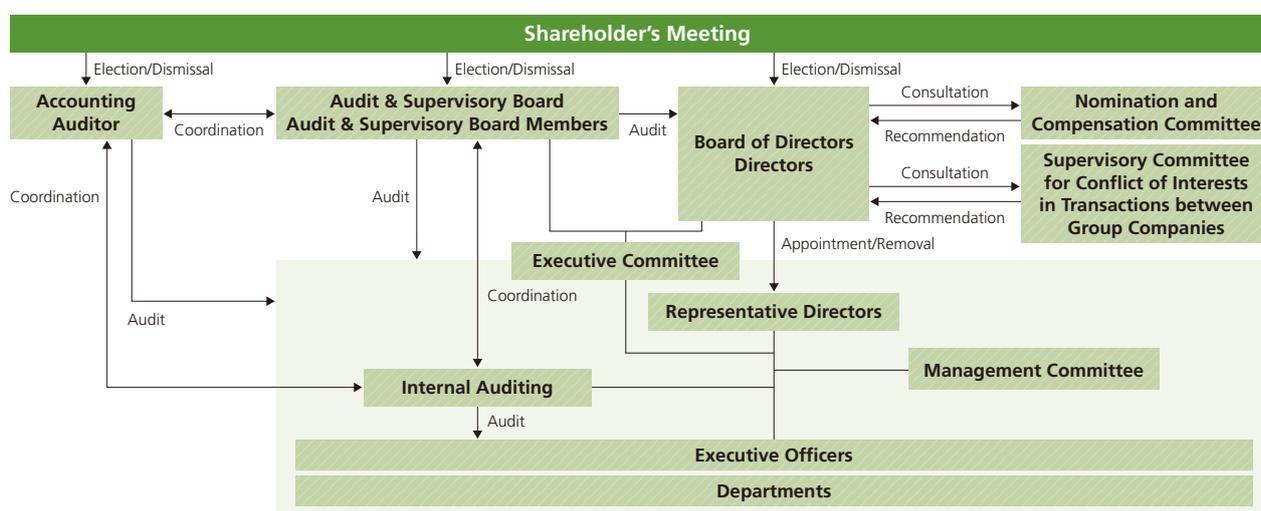
The Executive Committee holds a meeting once a month, in principle, for the purpose of appropriately sharing among the Directors and the Audit & Supervisory Board Members, including the Outside Directors and the Outside Audit & Supervisory Board Members, as well as Executive Officers and other related persons, the status of the execution of business and material matters relating to the execution of business.

Nomination and Compensation Committee

The Company has the Nomination and Compensation Committee, which holds a meeting as necessary, as a consultative body to the Board of Directors for enhancing the objectivity and independence of the functions of the Board of Directors on matters such as the nomination of the candidates for Directors and Audit & Supervisory Board Members, and decision on compensation of Directors. The Committee consists of the following five members, the majority (four members) of them being Independent Outside Directors as of July 1, 2022, and the chairperson being appointed from among the Independent Outside Directors.

Chairperson	Saeko Arai (Outside Director)
Members	Nobuhiro Endo (Outside Director) Minoru Usui (Outside Director) Koji Fujimoto (Outside Director) Hiroshi Nomura (Representative Director, President and CEO)

Corporate governance structure



Supervisory Committee for Conflict of Interests in Transactions between Group Companies

The Company set up the Supervisory Committee for Conflict of Interests in Transactions between Group Companies on April 1, 2020 as a consultative body to the Board of Directors in order to ensure that the Company's significant transactions, etc. with its parent company or any subsidiary of the parent company (excluding the Company and its subsidiaries) are fair and reasonable and help protect the interest of minority shareholders of the Company. The meetings are held as necessary. The Committee consists of all the Independent Outside Directors, and the chairperson is appointed from among the members by mutual vote of the members.

Chairperson	Nobuhiro Endo (Outside Director)
Members	Saeko Arai (Outside Director) Minoru Usui (Outside Director) Koji Fujimoto (Outside Director)

Audit system

The Audit & Supervisory Board consists of five members (including one female Audit & Supervisory Board Member), including three Outside Audit & Supervisory Board Members. The Audit & Supervisory Board holds a meeting once a month, in principle, discusses and resolves material matters relating to auditing, and also examines in

advance matters to be submitted to the Board of Directors for discussion. The Audit & Supervisory Board determines audit policies, audit plans, allocation of the duties among members, and other matters. The Audit & Supervisory Board evaluates the Accounting Auditor based on the evaluation standards established by it, and determines proposals regarding the appointment, dismissal and non-reappointment of the Accounting Auditor to be resolved at the shareholders' meetings. Accounting audits are conducted by KPMG AZSA LLC, under the audit agreement.

The Company has established the Internal Auditing department, which reports directly to the Representative Director, President and CEO of the Company. The Internal Auditing department conducts internal audits for not only the Company but also its subsidiaries to check the basic elements necessary for achieving the objectives of internal control from a fair and independent standpoint. In addition, the Internal Auditing department evaluates the status of development and operation of the internal control over financial reports in accordance with the Financial Instruments and Exchange Act.

Details of non-audit services

The Company does not delegate to its Accounting Auditors any services not described in Paragraph 1 of Article 2 of the Certified Public Accountants Act (non-audit services).

Governance reform: progression of initiatives

(FY)

	2008–2012	2013	2014	2015	2016	2017–2019	2020	2021
Outside Directors (number of Directors)		1 (8)	2 (8)			3 (8)		4 (9)
Outside Audit & Supervisory Board Members (number of Audit & Supervisory Board Members)	3 (5)							
Supervisory function	Company with an Audit & Supervisory Board							
	Nomination and Compensation Committee							
	Supervisory Committee for Conflict of Interests in Transactions between Group Companies							
Effectiveness	Evaluation of effectiveness of Board of Directors							
	Regular meetings of Outside Directors and Outside Audit & Supervisory Board Members							
Policy	Declaration of Conduct							
	Compliance Standards							
	Basic Policy on Corporate Governance							
	SMP Group Risk Management Policy							
	Basic Environmental Policies (Enacted and enforced on December 27, 2005)							
	SMP Group Human Rights Policy (Enacted and enforced on March 1, 2022)							
Human Resource Development	SMP Academy, a selective training program that includes the Management Course to foster future managers, established							

Accounting Audits, Remuneration (FY2021)

	Amount to be paid (Millions of Yen)
Consideration to be paid for the services (audit attestation services) described in Paragraph 1 of Article 2 of the Certified Public Accountant Act (Act No. 103 of 1948)	120
Total amount of fees to be paid in cash or otherwise by the Company or Subsidiaries of the Company	120

- (Note) 1. The Audit & Supervisory Board of the Company has determined to consent to the amount of the remuneration and the like for the Accounting Auditor after performing necessary verifications on the details of the Accounting Auditor's audit plan, status of performance of accounting audit duties, and the appropriateness of the basis for calculating the remuneration.
2. Under the Audit Agreement between the Company and the Accounting Auditor, there is no distinction between the compensation and the like for an audit under the Companies Act and the Financial Instruments and Exchange Act. Moreover, the two amounts cannot be substantially distinguished from each other. Thus, the amount of compensation and the like related to the audit attestation services reflects the total sum of these two kinds of amounts.
3. Significant subsidiaries located overseas were audited by auditing firms other than the Accounting Auditor of the Company.

Directors

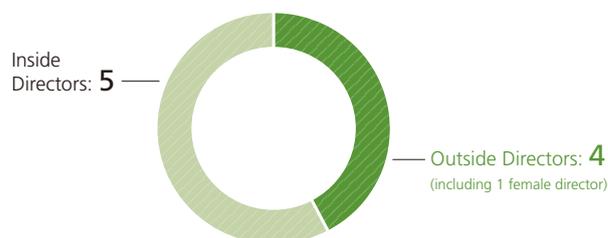
The Directors prepare well for meetings of the Board of Directors by proactively collecting the information necessary for promoting discussions at the meetings. The Directors shall also actively contribute to swift and proper decision making for achieving the Company's sustained growth and the enhancement of the corporate value over the medium- to long-term. The Directors perform their duties for the common interests of both the Company and the shareholders, recognizing their fiduciary responsibilities to shareholders and fully understanding the importance of appropriate communication and cooperation with stakeholders.

At present, four of the Outside Directors satisfy the Company's criteria for the independence of Outside Directors, and having determined that there is no possibility of conflict of interest with ordinary

shareholders, the Company has designated them as Independent Outside Directors.

From the independent standpoint, the Independent Outside Directors strive to fulfill their expected roles and responsibilities in decision making at meetings of the Board of Directors and supervision of conflicts of interest, among others, based on their knowledge, experience and insights in their respective fields of expertise.

The Independent Outside Directors participate actively in the Executive Committee and strive to understand the overall business of the Company. In light of this understanding, they make constructive statements at the meetings of the Board of Directors based on their respective expertise and extensive experience and broad perspective as corporate executives.

Ratio of Outside Directors (as of July 1, 2022)**Audit & Supervisory Board Members**

In accordance with the audit policies, audit plans, allocation of duties among members and other relevant matters determined by the Audit & Supervisory Board, each member strives to enhance the effectiveness of audit practices by holding meetings with the Representative Directors on a regular basis, proactively seeking reporting from the Directors and employees as necessary and having opportunities on a regular basis for collaboration with the Accounting Auditor and the Internal Auditing department,

Status of convocation of the meeting of the Board of Directors (FY2021)

Organizational Body	Composition	Frequency of convocation	Purpose
The Board of Directors	The Directors 9 members, (including 4 Outside Directors)	Once a month as a rule	Resolving and reporting important management matters Met 22 times in fiscal 2021
The Audit & Supervisory Board	The Audit & Supervisory Board 5 members, (including 3 Outside Audit & Supervisory Board members)	Once a month as a rule	Discussing and resolving important audit-related matters Met 13 times in fiscal 2021
Nomination and Compensation Committee	The Directors 6 members, (includes 4 Independent Outside Directors)	Meets as Necessary	Deliberating on matters related to nomination of candidates for Directors and Audit & Supervisory Board Members and compensation, etc. of Directors Met 12 times in fiscal 2021
Supervisory Committee for Conflict of Interests in Transactions between Group Companies	The Directors 4 members, (consists of 4 Independent Outside Directors only)	Meets as Necessary	Deliberating on material transactions, etc. with the parent company Group from the perspective of protecting the interests of minority shareholders Met 1 time in fiscal 2021
Management Committee	The members of the Board of Directors, and Executive Officers 13 members	Twice a month as a rule	As a consultative body to the Representative Director, President and CEO for decision making and reviewing important business management matters, guided by the basic policies set by the Board of Directors Met 29 times in fiscal 2021
Executive Committee	26 executives, including the members of the Board of Directors, the Audit & Supervisory Board, and Executive Officers	Once a month as a rule	Sharing the status of business operations and other important management matters among the company executives, including the members of the Board of Directors, the Audit & Supervisory Board, and Executive Officers Met 11 times in fiscal 2021

and for collaboration in a three-party auditing structure. In addition, the members attend key business meetings, including those of the Board of Directors, to monitor legality and appropriateness of management decisions by the Directors, and audit the implementation status of the internal control system by such means as receiving reports from the Directors, employees and other relevant persons on the execution of their duties, requesting additional explanations as necessary, as well as conducting field audits at and holding remote meetings with major offices and reviewing important approval documents. The implementation status of the internal control system of subsidiaries of the Company is audited through field audits at and holding remote meetings with overseas subsidiaries, holding meetings with the representative directors and other relevant persons of the subsidiaries located in Japan and abroad, holding meetings with audit & supervisory board members of the subsidiaries in Japan as necessary and seeking to obtain relevant information.

The three members satisfy the Company's criteria for independence, and, having determined that there is no possibility of conflict of interest with ordinary shareholders, the Company has designated two of the three Outside Audit & Supervisory Board Members as Independent Outside Directors.

Executive remuneration

The Company has the Nomination and Compensation Committee as the consultative body to the Board of Directors for enhancing the objectivity and independence of the functions of the Board of Directors relating to matters such as the nomination of candidates for Directors and Audit & Supervisory Board Members and decisions regarding remuneration for Directors. As a system of remuneration for Directors, the Company has provided as described below the policy for determining remuneration and the like for individual Directors, and the policy was determined by the Board of Directors based on the recommendation from the Nomination and Compensation Committee after the Board of Directors sought such recommendation and the Nomination and Compensation Committee deliberated the relevant matters.

1) System of remuneration and the like

Remuneration for the Directors (excluding Outside Directors) consists of base remuneration and performance-linked remuneration (bonuses), and this system is established to serve as an incentive for achieving sustainable growth and enhancing the corporate value of the Group. Part of the base remuneration is the remuneration to be contributed to the Sumitomo Pharma Officers Shareholders' Association for the purpose of acquiring shares of the Company. The Directors continue to hold the shares they acquire through the said Association during their term of office and for one year after their retirement. Through such measures, the Directors' willingness to contribute to the increase of corporate value in the medium- to long-term is enhanced and value sharing with shareholders is promoted.

Remuneration for the Outside Directors consists of base remuneration and non-performance-linked remuneration (bonuses), and the Company adopts a remuneration

system where the business performance of the Company is not linked thereto, for the purpose of securing the supervisory function and independence of the Outside Directors.

The base amounts are set with respect to the base remuneration, performance-linked remuneration (bonuses) and non-performance-linked remuneration (bonuses) according to each position, such as Representative Director. The ratios of the base amount of the base remuneration and the performance-linked remuneration (bonuses) of the Directors (excluding Outside Directors) are set to be 70% for the base remuneration and 30% for the performance-linked remuneration (bonuses), with respect to the total amount of the remuneration (when the performance-linked elements described in (2) below and individual performance are all considered standard).

KPIs

Corporate governance Material issues

• Appropriate management and supervision of Group companies

Fiscal 2021 progress

Sumitomo Pharma officers and employees assumed positions as part of Directors at subsidiaries such as those in the U.S. (included part of the corporate auditors for domestic and Chinese subsidiaries), and are monitoring management

• Addressing the revised Corporate Governance Code appropriately

Fiscal 2021 progress

- Made appropriate revisions to the Basic Policy on Corporate Governance, Regulations of the Board of Directors, and Nomination and Compensation Committee Regulations (December 1, 2021)
- Released new disclosure guidelines based on revised CG codes for such things as Director and Audit & Supervisory Board Member skill sets and skills matrix (December 3, 2021)
- Made disclosures in accordance with TCFD recommendations concerning climate change response

• Implementing evaluation of the effectiveness of the Board of Directors and working on priority issues based on the results of evaluation

Fiscal 2021 progress

- Directors and Audit & Supervisory Board Members did an evaluation of the fiscal 2020 Board of Directors meetings. Based on those results, the effectiveness of the Board of Directors in fiscal 2020 was largely confirmed at the Board of Directors meeting in May 2021.
- It was agreed that appropriate progress was seen as to the efforts for the major agendas of fiscal 2021 (i) Further enhancement of discussions for risk management, (ii) Provision of the appropriate number of agenda items and appropriate time for deliberation, and (iii) Enhancement of training.

• Conducting appropriate transactions between Group companies with consideration to protecting the interests of minority shareholders

Fiscal 2021 progress

The Supervisory Committee for Conflict of Interests in Transactions between Group Companies met once (to choose a committee chairman and share information about transactions with Group companies)

The total amount of the remuneration and the like shall be not more than 700 million yen annually as approved at the Shareholders' Meeting.

2) Method of calculating the amount of performance-linked remuneration (bonuses)

The amount of the performance-linked remuneration (bonuses) for the Directors (excluding Outside Directors) is calculated based on the performance-linked elements and individual performance, and is calculated to be within the scope of zero to 200% of the base amount.

The performance-linked elements are evaluated by the Nomination and Compensation Committee according to the degree of target achievement and based on "core operating profit," set as a profit indicator showing recurring profitability of a company within the Group and serves as an original performance management indicator; "R&D performance," a foundation for Group business activities and key to sustainable growth; and "operating cash flow," investment funds allocated to R&D and other pursuits. The individual performance is evaluated by the Nomination and Compensation Committee based on the degree of achievement of performance targets of each Director (excluding Outside Directors).

3) Method of determining remuneration and the like

Remuneration and the like for individual Directors are determined by the Board of Directors based on the recommendation from the Nomination and Compensation Committee after the Board of Directors seeks such recommendation and the Nomination and Compensation Committee deliberates the relevant matters. When the Board of Directors determines to delegate the decision-making thereof to the Representative Director and President, the Representative Director and President shall determine the same, respecting the recommendation made by the Nomination and Compensation Committee to the Board of Directors. Upon the delegation by the Board of Directors, Representative Director and President, who oversees business operations as a whole and has a good understanding of the state of the execution of duties by all Directors (excluding Outside Directors), determined the said remuneration and the like for FY2021, and the Nomination and Compensation

Committee confirmed that the said remuneration and the like was in accordance with the system of remuneration for Directors. Accordingly, the Board of Directors has determined that the decision of the said remuneration and the like was in accordance with the said policy.

Skill Sets for Directors and Audit & Supervisory Board Members and Skills Matrix

As its Corporate Mission, the Company intends "To broadly contribute to society through value creation based on innovative research and development activities for the betterment of healthcare and fuller lives of people worldwide." The Company considers the pursuit of its Corporate Mission as "CSR-Based Management," and aims to solve social issues and enhance its corporate value by working on material issues (materiality) of CSR-based management while making use of the strengths of the Company.

In particular, under the Mid-term Business Plan 2022, the Company is reshaping its business foundation through the "establishment of growth engine" and the "building of flexible and efficient organization," aiming to establish itself as a "Global Specialized Player" by 2033, while targeting the three focus areas of Psychiatry & Neurology, Oncology, and Regenerative Medicine/Cell Therapy and with a view toward providing solutions in healthcare fields beyond pharmaceuticals as well.

In order to realize these visions, the Board of Directors and the Audit & Supervisory Board of the Company shall be diverse and have the well-balanced knowledge, experience and skills described below as a whole so that the Board of Directors can fully exercise its function and secure its effectiveness

- (1) Extensive knowledge, experience and skills as a person who is in charge of corporate management or organizational operations in Japan or abroad.
- (2) Extensive knowledge, experience and skills in different industries.
- (3) Extensive knowledge, experience and skills concerning the creation and cultivation of new business or business development.
- (4) Extensive knowledge, experience and skills concerning digital technologies and data utilization.

Amount of executive remuneration (FY2021)

Category of Officer	Number	Total Amount of Remuneration (Millions of yen)	Amount of Remuneration by type (Millions of Yen)		
			Base remuneration	Performance-linked remuneration (bonuses) (Millions of yen)	Non-performance-linked remuneration (bonuses) (Millions of yen)
Directors (excluding Outside Directors)	5	343	316	27	–
Audit & Supervisory Board Members (excluding Outside Audit & Supervisory Board Members)	2	53	53	–	–
Outside Directors and Outside Audit & Supervisory Board Members	8	85	81	–	4

- (Note) 1. The amount of remuneration and the like for Directors that was determined by resolution at the 201st Annual Shareholders' Meeting held on June 24, 2021, does not exceed 700 million yen annually, and the number of Directors concerned under this resolution was nine (9).
2. The total amount of remuneration and the like for Audit & Supervisory Board Members that was determined by resolution at the 185th Annual Shareholders' Meeting held on June 29, 2005, does not exceed 100 million yen annually, and the number of Audit & Supervisory Board Members concerned under this resolution was four (4).
3. The total amount of remuneration and the like for nine (9) Directors is 392 million yen, and the total amount of remuneration and the like for six (6) Audit & Supervisory Board Members is 89 million yen.
4. The Outside Directors and Outside Audit & Supervisory Board Members include one (1) Audit & Supervisory Board Member who retired upon the conclusion of the 201st Annual Shareholders' Meeting held on June 24, 2021.
5. The amount of remuneration and the like includes the amount of 27 million yen, which represents the bonuses to be paid to Directors (excluding Outside Directors), and 4 million yen, which represents the bonuses to be paid to Outside Directors, with respect to the fiscal year under review.

- (5) Professional knowledge, experience and skills in the healthcare industry.
- (6) Professional knowledge, experience and skills concerning finance, accounting and tax matters.
- (7) Professional knowledge, experience and skills concerning legal, compliance and risk management matters.

The knowledge, experience and skills to be held by the Board of Directors and the Audit & Supervisory Board as a whole shall be reviewed as necessary in accordance with changes such as those in the outside environment and the circumstances of the Company.

The Skills Matrix of the current Directors and Audit & Supervisory Board Members

Name/Position		Corporate management or organizational operations in Japan or abroad*2	Different industries*3	Creation and cultivation of new business/business development*4	Digital technologies and data utilization*5	Healthcare industry		Finance, accounting and tax	Legal, compliance and risk management	Major career, expertise, etc.
						Medical science, pharmaceutical science, public administration	R&D Planning, marketing, etc.			
Hiroshi Nomura	Representative Director, President and CEO	●						●		Served as a responsible person for the departments of global strategy, global corporate management, human resources, finance and accounting, and drug development of the Company, and in responsible positions at its overseas subsidiaries.
Toru Kimura	Representative Director	●					●			Served as a responsible person for the departments of global strategy, regenerative and cellular medicine and research of the Company.
Yoshiharu Ikeda	Member, Board of Directors	●					●	●		Served as a responsible person for corporate regulatory compliance and quality assurance, as well as technology research and manufacturing of the Company, and in responsible positions of the departments of global strategy, IT system and research of the Company and at its overseas subsidiaries.
Hiroyuki Baba	Member, Board of Directors	●						●		Served in responsible positions of the departments of global strategy, business development, digital transformation, legal affairs, intellectual property, IT system and frontier business of the Company and at its overseas subsidiaries.
Shigeyuki Nishinaka	Member, Board of Directors	●					●	●		Served in responsible positions of the departments of global strategy, business development, international business management and research of the Company.
Saeko Arai	Member, Board of Directors (Outside)	●	●	●				●		Corporate executive, CPA
Nobuhiro Endo	Member, Board of Directors (Outside)	●	●	●	●					Corporate executive
Minoru Usui	Member, Board of Directors (Outside)	●	●	●	●					Corporate executive
Koji Fujimoto	Member, Board of Directors (Outside)					●				Served in responsible positions at the Ministry of Economy, Trade and Industry and the Cabinet Secretariat.
Yoshinori Oh-e	Audit & Supervisory Board Member						●	●		Served in responsible positions of the departments of business development, research and development as well as regulatory compliance and quality assurance of the Company.
Takashi Kutsunai	Audit & Supervisory Board Member							●		Served in responsible positions of the departments of human resources, international business management and internal auditing of the Company.
Yoshio Iteya	Audit & Supervisory Board Member (Outside)								●	Attorney at law
Mayumi Mochizuki	Audit & Supervisory Board Member (Outside)					●				Pharmacologist
Daishiro Michimori	Audit & Supervisory Board Member (Outside)							●	●	Served in responsible positions at the Ministry of Finance and the Cabinet Secretariat. Attorney at law

*1 Circles (●) for Internal Directors and Full-time Audit & Supervisory Board Members indicate knowledge, experience and skills cultivated through the relevant person's career, etc. Circles for Outside Directors and Outside Audit & Supervisory Board Members indicate knowledge, experience and skills expected of them based on the relevant person's expertise, career, etc. The number of circles indicated for each Director or Audit & Supervisory Board Member is limited so that it does not exceed four, and therefore the matrix does not necessarily show all the knowledge, experience and skills held by the relevant person.

*2 The Board of Directors considers that it is necessary that the Directors and Audit & Supervisory Board Members have comprehensive knowledge, experience and skills concerning various matters, including governance, sustainability, business strategy, and global business operations as the extensive knowledge, experience and skills of a person who is in charge of corporate management or organizational operations in Japan or abroad.

*3 The Board of Directors considers that it is necessary that the Directors and Audit & Supervisory Board Members have extensive knowledge, experience and skills in different industries to offer a perspective which is different from those of the healthcare industry.

*4 The Board of Directors considers that it is necessary that the Directors and Audit & Supervisory Board Members have extensive knowledge, experience and skills concerning the creation and cultivation of new business or business development to contribute to the development of new business.

*5 The Board of Directors considers that it is necessary that the Directors and Audit & Supervisory Board Members have extensive knowledge, experience and skills concerning digital technologies and data utilization to contribute to the creation of new value through digital technology or data utilization.

The Principal Activities of the Outside Directors and Outside Audit & Supervisory Board Members (fiscal 2021)

Category	Name	Principal Activities	Attendance/Frequency of Convocation (Attendance Rate)
Outside Directors	Yutaka Atomi	He attended all twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily from the professional standpoint of a medical doctor. He attended all twelve (12) meetings held by the Nomination and Compensation Committee during the fiscal year under review, and made statements at those meetings from an independent and objective standpoint. He also attended one (1) meeting held by the Supervisory Committee for Conflict of Interests in Transactions between Group Companies during the fiscal year under review, and made statements at the meeting from the standpoint of protecting the interests of minority shareholders.	Board of Directors meetings: 22/22 times (100%) Nomination and Compensation Committee: 12/12 times (100%) Supervisory Committee for Conflict of Interests in Transactions between Group Companies: 1/1 time (100%)
	Saeko Arai	She attended all twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on her extensive experience as a corporate executive and from the professional standpoint of a certified public accountant. She attended all twelve (12) meetings held by the Nomination and Compensation Committee during the fiscal year under review, and made statements at those meetings from an independent and objective standpoint. She also attended one (1) meeting held by the Supervisory Committee for Conflict of Interests in Transactions between Group Companies during the fiscal year under review, and made statements at the meeting from the standpoint of protecting the interests of minority shareholders.	Board of Directors meetings: 22/22 times (100%) Nomination and Compensation Committee: 12/12 times (100%) Supervisory Committee for Conflict of Interests in Transactions between Group Companies: 1/1 time (100%)
	Nobuhiro Endo	He attended twenty (20) meetings out of the twenty-two (22) meetings held by the Board of Directors during the fiscal year under review, and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive. He attended eleven (11) meetings out of the twelve (12) meetings held by the Nomination and Compensation Committee during the fiscal year under review, and made statements at those meetings from an independent and objective standpoint. He also attended one (1) meeting held by the Supervisory Committee for Conflict of Interests in Transactions between Group Companies during the fiscal year under review, and made statements at the meeting from the standpoint of protecting the interests of minority shareholders.	Board of Directors meetings: 20/22 times (91%) Nomination and Compensation Committee: 11/12 times (92%) Supervisory Committee for Conflict of Interests in Transactions between Group Companies: 1/1 time (100%)
	Minoru Usui	He attended all seventeen (17) meetings held by the Board of Directors during the fiscal year under review after his assumption of office as a Director, and made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive. He attended all nine (9) meetings held by the Nomination and Compensation Committee during the fiscal year under review after his assumption of office as a Director, and made statements at those meetings from an independent and objective standpoint. He also attended one (1) meeting held by the Supervisory Committee for Conflict of Interests in Transactions between Group Companies during the fiscal year under review after his assumption of office as a Director, and made statements at the meeting from the standpoint of protecting the interests of minority shareholders.	Board of Directors meetings: 17/17 times (100%) Nomination and Compensation Committee: 9/9 times (100%) Supervisory Committee for Conflict of Interests in Transactions between Group Companies: 1/1 time (100%)
Outside Audit & Supervisory Board Members	Junsuke Fujii	He attended all twenty-two (22) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily based on his extensive experience and broad perspective as a corporate executive.	Board of Directors meetings: 22/22 times (100%) Audit & Supervisory Board meetings: 13/13 times (100%)
	Yoshio Iteya	He attended all twenty-two (22) meetings held by the Board of Directors and all thirteen (13) meetings held by the Audit & Supervisory Board during the fiscal year under review. He made statements at those meetings, primarily from the professional standpoint of an attorney.	Board of Directors meetings: 22/22 times (100%) Audit & Supervisory Board meetings: 13/13 times (100%)
	Mayumi Mochizuki	She attended eleven (11) meetings out of the seventeen (17) meetings held by the Board of Directors and eight (8) meetings out of the ten (10) meetings held by the Audit & Supervisory Board during the fiscal year under review after her assumption of office as an Audit & Supervisory Board Member. She made statements at those meetings, primarily from the professional standpoint as a pharmacist.	Board of Directors meetings: 11/17 times (65%) Audit & Supervisory Board meetings: 8/10 times (80%)

Reasons for appointment of Outside Directors and Outside Audit & Supervisory Board Members

Category	Name	Reasons for Appointment
Outside Directors	Saeko Arai	Saeko Arai has extensive experience as a corporate executive, having engaged in business management at multiple companies, and expertise as a certified public accountant. She has been appointed as an Outside Director in the expectation that she will be able to contribute to the management for the sustainable growth of the Group and increase of its corporate value using her experience and expertise, while supervising the management from an independent and objective standpoint as an Outside Director.
	Nobuhiro Endo	Nobuhiro Endo has a wide range of knowledge and extensive experience which he has acquired in the course of his long career as a corporate executive at a company conducting ICT business, etc. at a global level. He has been appointed as an Outside Director in the expectation that he will be able to contribute to the management for the sustainable growth of the Group and increase of its corporate value using his knowledge and experience, while supervising the management from an independent and objective standpoint as an Outside Director.
	Minoru Usui	Minoru Usui has a wide range of knowledge and extensive experience which he has acquired in the course of his long career as a corporate executive at a company providing products including information-related equipment and related services at a global level. He has been appointed as an Outside Director in the expectation that he will be able to contribute to the management for the sustainable growth of the Group and increase of its corporate value using his knowledge and experience, while supervising the management from an independent and objective standpoint as an Outside Director.
	Koji Fujimoto	Koji Fujimoto has served in various responsible positions at the Ministry of Economy, Trade and Industry and the Cabinet Secretariat, and has a wide range of knowledge and extensive experience which he has acquired in the course of the development and promotion of healthcare industry policies. He has been appointed as an Outside Director in the expectation that he will be able to contribute to the management for the sustainable growth of the Group and increase of its corporate value using his knowledge and experience, while supervising the management from an independent and objective standpoint as an Outside Director.
Outside Audit & Supervisory Board Members	Yoshio Iteya	Yoshio Iteya has extensive experience and expertise as an attorney. He has been appointed as an Outside Audit & Supervisory Board Member in the expectation that he will be able to contribute to the auditing of the Group using his experience and expertise.
	Mayumi Mochizuki	Mayumi Mochizuki has extensive experience and expertise as a pharmacist. She has been appointed as an Outside Audit & Supervisory Board Member in the expectation that she will be able to contribute to the auditing of the Group using her experience and expertise.
	Daishiro Michimori	Daishiro Michimori has served in various responsible positions at the Ministry of Finance and the Cabinet Secretariat, and has expertise related to finance and accounting which he has acquired in the course of the development and promotion of financial policies, and also as an attorney. He has been appointed as an Outside Audit & Supervisory Board Member in the expectation that he will be able to contribute to the auditing of the Group using his expertise.

Evaluation of the effectiveness of the Board of Directors

The Company has evaluated the effectiveness of the Board of Directors annually since fiscal 2015. In fiscal 2021, the Company utilized external evaluation for the second time since fiscal 2018.

1) Purpose, method and process of evaluation of effectiveness

The Company has evaluated the effectiveness of the Board of Directors with the aim of improving the effectiveness of the Board of Directors for enhancing corporate governance of the Company: specifically, recognizing any differences between the ideal status of the roles and duties, etc. of the Board of Directors of the Company that are set forth in the Basic Policy on Corporate Governance and the actual circumstances; regularly and repeatedly engaging in agenda-finding and improvement activities; and thereby continuously improving the functions of the Board of Directors. In fiscal 2021, the Company conducted a questionnaire for all the Directors and Audit & Supervisory Board Members from January to February 2022, and then interviews with Outside Directors, Outside Audit & Supervisory Board Members and Representative Directors (10 persons in total) by an external evaluator (outside legal counsel) in March 2022. Opinions were exchanged at the meeting of the Board of Directors held in April 2022 regarding the results of the questionnaire and the report of summary of interviews conducted by the external evaluator. Later, the external evaluator reported an evaluation result at the meeting of the Board of Directors held in May 2022.

2) Topics to be evaluated

The questionnaire (anonymous) is conducted to seek answers of quantitative evaluation on four scales for each topic and also opinions freely entered in comment boxes. In FY2021, some of the topics to be evaluated in the questionnaire were revised based on the revision of the Corporate Governance Code in June 2021. The major topics of the questionnaire were as follows:

- 1) Composition of the Board of Directors
- 2) Roles and duties of the Board of Directors
- 3) Status of the operations of the Board of Directors
- 4) Functions of the Nomination and Compensation Committee
- 5) Support system for Outside Directors and Outside Audit & Supervisory Board Members
- 6) Roles and responsibilities of Independent Outside Directors
- 7) Roles and responsibilities of Audit & Supervisory Board Members/Response to what is pointed out by Audit & Supervisory Board Members at the meeting of the Board of Directors
- 8) Relationship with stakeholders/examination of issues of sustainability

- 9) Related party transactions
- 10) Review on strategic shareholdings
- 11) Provision of training
- 12) Efforts made for the agendas identified in the previous fiscal year

3) Results of self-evaluation

Based on the report of the quantitative analysis of answers to the questionnaire (including the comparative analysis with the numerical values of the evaluation results in the past) and all the opinions entered in the comment boxes, opinions were exchanged at the meeting of the Board of Directors in April of 2022. As a result, it was confirmed that there is no major problem to be pointed out with respect to the operation of the Board of Directors in FY2021 and the effectiveness of the Board of Directors of the Company has been ensured in general. In addition, it was agreed that appropriate progress was seen as to the efforts for the major agendas of FY2021 ((i) Further enhancement of discussions for risk management, (ii) Provision of the appropriate number of agenda items and appropriate time for deliberation, and (iii) Enhancement of training).

4) Results of external evaluation

At the meeting of the Board of Directors held in May of 2022, the external evaluator reported an evaluation result stating that it is considered that the effectiveness of the Board of Directors of the Company has been ensured as a whole with respect to its effectiveness in FY2021 (including efforts made for the major agendas), as a result of the review of the materials related to the Board of Directors and other documents, analysis of questionnaires, interviews conducted, as well as the observation of discussions at the meeting of the Board of Directors held in April 2022. In addition, the external evaluator provided suggestions and opinions regarding matters for which discussions would be preferable for further improvement of the effectiveness.

5) Major agendas to be addressed in fiscal 2022

The following agendas have been identified as major agendas to be addressed in fiscal 2022 as a result of the evaluation of the effectiveness of the Board of Directors for fiscal 2021.

1. Effective supervision of the management through more efficient and effective monitoring of material items
2. Constructive discussions regarding agendas to be addressed in the medium- to long-term
3. Deepening of discussion regarding issues related to sustainability

The Board of Directors of the Company is determined to further enhance its functions, while addressing these agendas.

Relationship with the parent company

Sumitomo Chemical Co., Ltd. is the parent company holding 51.78% (as of March 31, 2022) of the voting rights of the Company.

Sumitomo Pharma's Basic Policy on Corporate Governance stipulates the objective of ensuring the Company's independence while respecting the management policy of the Sumitomo Chemical Group. When carrying out significant matters of business (mergers, capital increase/decrease, significant capital expenditure, investments and loans, etc.), we contact Sumitomo Chemical in advance. However, there are no restrictions by the parent company on our conduct of business activities (such as prior approval by the parent company), and a certain independence has been ensured.

In the case where the Company conducts significant transactions with the parent company, appropriate supervision is given in light of the importance of the transactions, and in accordance with relevant procedures such as a requirement of approval at meetings of the Board of Directors at which Independent Outside Directors are present, in order to ensure that such transactions are fair and reasonable. With respect to the Company's significant transactions, etc. with the parent Company's Group, deliberations are conducted from the viewpoint of protecting the interest of minority shareholders at the Supervisory Committee for Conflict of Interests in Transactions between Group Companies which was set up as a consultative body to the Board of Directors and consists of all the Independent Outside Directors.

The Company conducts transactions with the parent company, such as leasing lands and procuring raw materials from the parent company. In these transactions, the prices were reasonably determined through negotiations between the two companies, taking into account the general market conditions. The contractual agreements resulting from these negotiations include the clause that the prices may be adjusted when relevant market conditions change.

The Company expects to generate synergies in the regenerative medicine/cell therapy business in which the Company has engaged in research activities since the 1990s taking advantage of the large volume of useful knowledge and intellectual property possessed by Sumitomo Chemicals obtained through basic research using human ES cells in the area of regenerative medicine and joint research with RIKEN in the ophthalmology area. In addition, in September 2020, the Company and Sumitomo Chemical established and began operating S-RACMO Co., Ltd., a joint venture engaged in the CDMO business to develop manufacturing methods and manufacture products in the regenerative medicine/cell therapy field.

Management and governance of subsidiaries

With the aim of maximizing Group-wide corporate value, Sumitomo Pharma has established corporate rules on operational management so that management of Group companies is conducted appropriately. We have set up departments to manage each Group company as well as departments that oversee this management, and we strive to understand the status of management and business execution at Group companies while providing the appropriate support for business execution.

Overseas in particular, we share our management mission and global strategy with Group companies while taking advantage of the strengths of acquired companies in their operations. With regard to decision-making on important matters at subsidiaries, including subsidiaries in the U.S., we require clarification of the functions of the Board of Directors and other decision-making bodies at those subsidiaries. We also require them to consult with us in advance and report after the fact in a timely and appropriate manner taking into consideration the impact on the entire Group to enhance Group-wide governance. Going forward, we will continue to strengthen group governance, aiming for sustained growth as a united group. We also strive to consider protection of the interest of minority shareholders of listed subsidiaries.

Strategic shareholdings

Sumitomo Pharma shall not hold any shares of other companies except when such shareholding supports the sustained enhancement of its corporate value, such as establishment or maintenance of corporate alliances and other types of relationships with important business partners and customers. In addition to this policy, the Board of Directors annually evaluates whether it is reasonable to continue each respective strategic shareholding based on points such as the purpose of such shareholding, as well as the transaction status and unrealized profit and loss thereof. As a result of such evaluation, the Company embarked on selling shares for which continued shareholding was found unreasonable, and the number of listed companies whose shares are held by the company is 19 as of May 31, 2022.

With respect to exercising voting rights for such strategic shareholdings, the Company examines the proposal from the viewpoint of whether it will lead to enhancing not only the corporate value of the relevant issuing company, but also that of the Company. To be specific, it was decided that decisions regarding some proposals such as M&A related proposals and all proposals at a shareholders' meeting held for the first time after the occurrence of any major scandal should be made with special care.

Efforts to facilitate the exercise of voting rights

Sumitomo Pharma takes the appropriate measures so that the rights of shareholders are actually ensured, sending out a notice of convocation of the annual shareholders' meeting approximately three weeks before the date of the meeting to facilitate the exercise of voting rights and other rights of shareholders and posting the materials on the Company's website approximately three business days before the convocation notices are sent out. For foreign shareholders, Sumitomo Pharma posts an English translation of the convocation notice and other materials on the Company's website at the same time as the Japanese version. Methods of voting include the Electronic Voting Platform, "Smart Voting" and other digital methods in addition to conventional voting in writing.

The Company has implemented initiatives to invigorate the annual shareholders' meeting such as presenting the business report with the use of video and narration. In addition, details of the results of resolutions on proposals at the annual shareholders' meeting are submitted in an extraordinary report and disclosed on our website. The business report, the presentation by the President and the summary of question-and-answer session at the annual shareholders' meeting are also posted on our website.

Information disclosure

Based on the recognition that transparency is vital to being a company trusted by society, Sumitomo Pharma discloses corporate information to various stakeholders in a timely, appropriate and fair manner in accordance with the in-house regulations for disclosure of information (the Disclosure Policy*), which stipulate the criteria and procedures for the disclosure of information.

We promptly disclose information for which timely disclosure is required, such as determined facts, occurring facts, and account settlement-related information provided for in the Tokyo Stock Exchange's various rules concerning timely disclosure, through the Timely Disclosure Network (TDnet), the notification system provided by the stock exchange, as well as on our website. We also disclose information in English.

With regard to information for which timely disclosure is not required, we actively disclose information needed for stakeholders, including shareholders, to understand Sumitomo Pharma properly through such means as press releases and our corporate website.

* Information on our information disclosure policies and criteria are posted on our website.

Development and implementation of internal control system

Based on the Companies Act, the Board of Directors of Sumitomo Pharma passed a resolution on the basic policies for the development of a system to ensure appropriate business operation. The status of implementation efforts pursuant to the basic policies for each year is reported at the Board of Directors meeting held in March of the fiscal year and the basic policies are revised as necessary to improve the internal control system.

Internal control over financial reporting

In order to ensure the reliability of financial reporting, Sumitomo Pharma is striving to enhance its internal control system in accordance with the Company's basic framework for internal control as required by Japan's Financial Instruments and Exchange Act.

Specifically, the scope of the system encompasses the company-wide internal control system at Sumitomo Pharma and those of its major consolidated subsidiaries, as well as business processes with the potential for significant impact on finances. Every year, the President assesses the effectiveness of the design and implementation of the internal control framework, while also confirming the effectiveness of internal control.

Messages from Outside Directors



Saeko Arai

At Board of Directors meetings, lively conversations are being held with the aim of enhancing the effectiveness of business plans. The Board asked an outside expert to evaluate this effectiveness in fiscal 2021, and we will continue to carry out meticulous measures going forward.

Project CHANTO, launched in February 2020, has been gradually instilled throughout the Group. To establish the Group as a “Global Specialized Player,” it is training employees and fostering a corporate culture focused on delivering results, while also connecting this to Conduct Guidelines for strengthening governance and compliance.

The Nomination and Compensation Committee has held lively discussions on transparency at meetings of the Board of Directors and other opportunities, and has seen transparency rise year after year. In 2021, we reviewed the skills required of Directors and the compensation system, making revisions that linked important KPIs to the compensation system and increased the proportion of performance-linked compensation. We are also discussing succession plans.

The Supervisory Committee for Conflict of Interests in Transactions between Group Companies, which comprises Independent Outside Directors, is maintaining its independence from the parent company with regard to its management, and it serves to protect minority shareholders' interests.

As LATUDA® nears the loss of exclusivity in the U.S. in February 2023, the issues that I believe we need to tackle are increasing the profitability of our partnership with Roivant, bringing the full capabilities of the Group to bear for R&D and new business development, contributing to the SDGs throughout the entire supply chain, and communicating more closely with our shareholders.

To enhance corporate value, as an Outside Director I will leverage my experience and knowledge as an expert to assess medium- to long-term risks and provide oversight and advice from the viewpoint of our shareholders and patients.



Nobuhiro Endo

I provide third-party advice and oversight on primarily corporate governance risks from the standpoint of an Outside Director.

Sumitomo Pharma allows Outside Directors to attend internal briefings on the state of its management, encourages us to understand its business, and gives us a better grasp of the Company's management in real time, which stimulates discussions about potential risks. I give advice and contribute to discussions as a third-party concerning the many governance risks associated with the Company's processes and other aspects of its culture, which has been built over a long history and is now taken for granted.

As Sumitomo Pharma does high-level research and also requires oversight from an economic security perspective, we also discuss matters such as cyber security and data management as aspects of risk management.

Ample explanations of proposals are given in advance of Board of Directors meetings, which allows Outside Directors and Audit & Supervisory Board Members to actively engage in discussions and makes for constructive, high quality meetings.

The formulation and execution of a corporate vision, as well as a medium- to long-term plan for achieving it, are the most important things to discuss for a pharmaceuticals company with long development times, so this is what we spend considerable time discussing. Regarding Sumitomo Pharma's product development environment, value creation fueled largely by data is something that the company has started doing and is an important aspect of product development as ICTs make dramatic advances. We will continue discussing long-term R&D, as well, including the issue of whether research is being actively piloted from this perspective.



Minoru Usui

Evaluations of the Board of Directors' governance are working well with respect to routine and managerial matters, but major issues loom as LATUDA® approaches loss of exclusivity in the U.S. Oversight of the company's efforts to acquire new pipelines through M&A and quickly put resources to work is obviously important. Yet, I feel it is even more important to take a broad view of the advance of cutting-edge technologies and discuss strategies for a business model that takes a long-term view and fully accounts for the company's strengths and weaknesses, as well as discussing the organizational culture and managerial practices needed to ensure those strategies succeed.

R&D activities seem to be given considerable weight as a factor contributing to the continual improvement of corporate value. I provide oversight and advice with an emphasis on the use of digital technologies, portfolio management for product development themes, and business model innovation. I also plan to fully carry out my duty to select and train successor.

Regarding the Nomination and Compensation Committee, while I feel it has made changes to systems that allow for individuals' contributions to both short-term and medium- to long-term goals to be reflected in their compensation, we will be thinking about increasing stock options in the future in order to strengthen performance incentives from a long-term view. It is clear to me that we need to evolve our systems for improving the objectivity of our evaluations, including all-encompassing evaluations for Outside Directors and others. As for nominating, we have to upgrade our processes for selecting and training the next generation of executives, especially CEOs.



Koji Fujimoto

I was selected to be an Outside Director at the General Meeting of Shareholders in 2022. I worked for many years as a government administrator, revitalizing Japan's healthcare industry through policymaking and other pursuits in a range of industries such as ICT, resources and energy, and international economics and trade.

In recent years, advances in science and technology and changes in society have seen even the healthcare industry struggle to find a path forward as medicine, pharmaceuticals, and the administrations in our countries of business undergo change. In order for Sumitomo Pharma to smoothly accommodate the full spectrum of these changes and create innovative value that will support our future, I make use of my experience and focus on protecting minority shareholders' interests while providing oversight and advice as an Outside Director.

Sustainability and a greater investment in ESG are concepts that encourage forward-looking changes to systems such as capitalism and accounting, which have made civilization able to advance. Earnest efforts to actualize these ideas in concrete form through our corporate activities are very much in keeping with Sumitomo Pharma's corporate philosophy of creating new value for people's health. These concepts and our corporate philosophy will fuse together to help us reach a new level of achievement in our corporate value and growth. I will be doing my part as an Independent Outside Director to see that Sumitomo Pharma becomes a company that makes the future of healthcare even brighter, and that the various individuals involved with the Company's business, including shareholders, investors, and employees, will be able to share their aspirations through that involvement.

Messages from Outside Audit & Supervisory Board Members



Yoshio Iteya

As a lawyer, I endeavor to objectively judge the legality of business execution by Directors. Also, as a lawyer specializing in international affairs, I try to focus on the overseas expansion and globalization of the Group's business. The Company has an especially large number of projects centered on overseas business, and I verify their appropriateness and legality.

Regarding discussions by and the effectiveness of the Board of Directors, there are active and comprehensive discussions on a wide range of themes, and I believe governance is effective. As for cooperation with the Internal Auditing Department, we have established forums where Outside Audit & Supervisory Board Members can directly exchange opinions with the Internal Auditing Department, enabling us to understand the details of the business. This support and response have been highly appreciated.



Mayumi Mochizuki

With a background in pharmaceuticals, I do auditing work with a focus on utilizing the experience I have gained in positions at pharmaceutical companies, hospitals, universities, and in reviewing new drugs.

On occasions such as meetings of internal departments and briefings on new research, I have observed Sumitomo Pharma working diligently on a range of businesses with a medium- to long-term perspective. It takes a lot of time for investments to deliver returns in the pharmaceuticals industry. Moreover, as pharmaceutical usage has a direct impact on human life, it is important to have systems that ensure a consistent supply of quality products. Sumitomo Pharma's commitment to establishing original KPIs and conducting proper reviews for all of its businesses, including support organizations, is highly commendable. CHANTO — the ability to deliver the highest performance — has become an ingrained part of the company's culture, and the CHANTO spirit can be felt in every organization.

In my auditing activities, I serve as an Outside Audit & Supervisory Board Member, receiving detailed information from standing Auditors and regularly discussing matters with the Internal Auditing Department.



Daishiro Michimori

I was selected to be an Outside Audit & Supervisory Board Member at the General Meeting of Shareholders in 2022.

Right now is a tumultuous time for the pharmaceuticals industry. Despite a sharp rise in the costs and time involved in developing a drug, the probability of success has plummeted. Healthcare costs have risen as the population ages, and there has never been more pressure to alleviate this burden on the public. Decision-making will inevitably become more difficult than ever at the company.

I served for 36 years in positions mostly at the Ministry of Finance, after which I worked as a lawyer for six years. As fate would have it, my civil servant years saw me handle difficult problems such as the 2008 financial crisis, the split-up of the Ministry of Finance, the missing pensions scandal, and the Great East Japan Earthquake. Though I haven't always met with success, I hope I'm able to make use of these experiences verifying the legality and appropriateness of an organization's activities when doing audits.

Though my contribution is small, I am fully committed to ensuring that the Company's governance and compliance is done properly and that its growth potential is enhanced.

Risk management and compliance

Risk management

Sumitomo Pharma has enacted SMP Group Risk Management Policy stipulating the Company's fundamental approach to risk management and has developed a system to appropriately promote risk management for the Group. Under this promotional framework, according to the particularities of each risk, risks are divided into those requiring a horizontal, group-wide approach (group-wide risks), and those requiring specific approaches by each company (business activity risks). The Company keeps track of the risk management of the group companies as a whole through reports from each group company, and provides each group company with its guidance and advice as necessary.

In order to address risks bearing an impact on business activities, we have enacted the internal "Risk Management Rule" that clarifies the President's role in overseeing risk management, and specifies a system for promoting management of each specific risk. The status of operations in each system to promote risk management is periodically reported to the Board of Directors. One of the Company's specific initiatives is to carry out annual risk assessments for all business units, including Group companies in Japan and overseas, and formulate necessary countermeasures based on the results followed by implementation and evaluation. This is undertaken systematically by each business unit company-wide working on the solution to each problem.

Rebuilding business continuity plans (BCP)

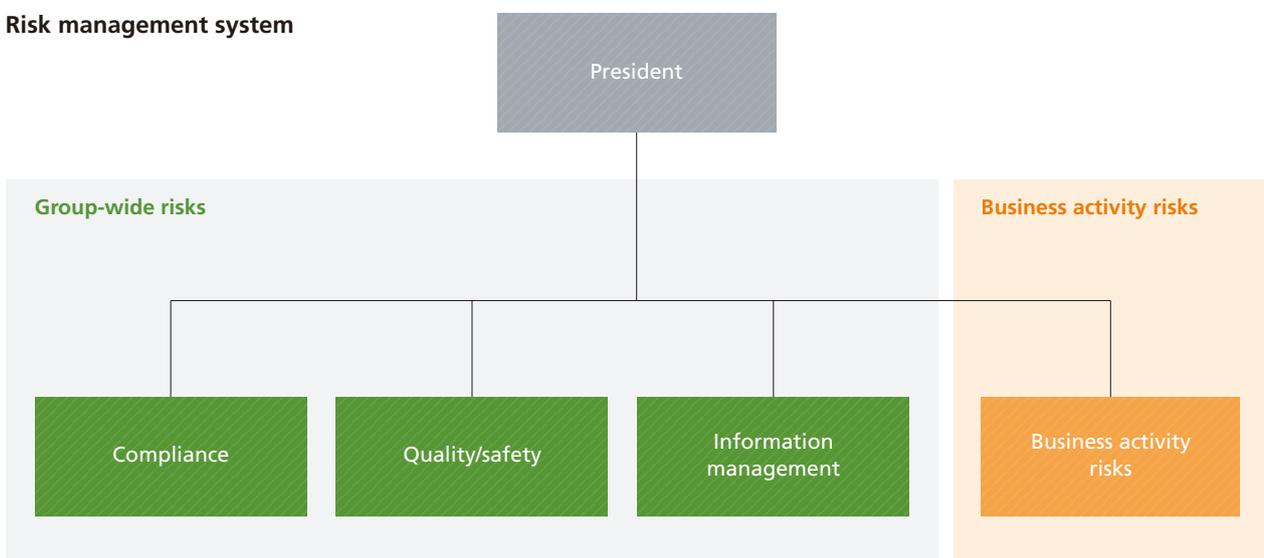
Sumitomo Pharma formulates its business continuity plans (BCP) from the viewpoint of ensuring a stable supply of pharmaceutical products, which is our social mission, and accounts for the possibility of events such as large-scale disasters and new infectious diseases (pandemics).

In recent years there have been many natural disasters other than earthquakes, such as typhoons and local heavy rain. Given these circumstances, we are rebuilding our BCP to be effective for responding to diverse disasters and unexpected situations, while also establishing sustainable BCP management (BCM). Our goal is to strengthen the Company's risk management, transition to a more effective BCP, and move forward in establishing a more effective management cycle. For the Oita Plant, there is a risk of earthquake-induced tremors and liquefaction under the plant, as well as a risk of flooding and the river overflowing due to the resulting tsunami. We therefore made the rebuilding of the Company's BCP a priority, completing it at the end of fiscal 2021.

Initial response plan

We separated certain functions, such as the information gathering functions and publicity functions, that had previously been handled by Disaster Response Headquarters, and launched a Crisis Management Team (CMT)* that, immediately after a disaster occurs, starts gathering information, outlines the status of damage, offers advice on whether a Disaster Management Headquarters should be established, and if established, works to gather further information.

Risk management system



→ Please see pages 16 and 113 for Quality/safety of risk management.

We carry out regular, remote CMT training and other measures with the objective of increasing our swift and precise first-response capabilities. We are currently carrying out training to facilitate coordination between the CMT and administrative offices (the Disaster Management Headquarters in the disaster area) as well as the Disaster Response Headquarters, and are working to boost crisis management capabilities during times of disaster.

* CMT (Crisis Management Team): A team that is quickly assembled after a disaster breaks out, then starts gathering information, surveying the status of damage, and offering advice on whether a Disaster Response Headquarters should be established. If a Disaster Response Headquarters is established, the CMT continues gathering information, outlining the situation, and conducting similar tasks.

Information management

“Information” is an essential asset in our corporate activities, and how it is utilized and protected is of particular importance to Sumitomo Pharma. We have established global policies for records and information management as well as various rules for information management and Information Technology security, etc. to minimize risks.

Management of confidential information and inside information

In accordance with the internal rules, we manage confidential information in an appropriate manner according to the degree of importance. We have the information management system such as executive officer who is in charge of information management and the

Information Management Committee. In order to prevent insider trading, we have internal rules which specify matters that all officers and employees must comply with. Additionally, we regularly hold training for officers and employees and we work to increase their level of awareness.

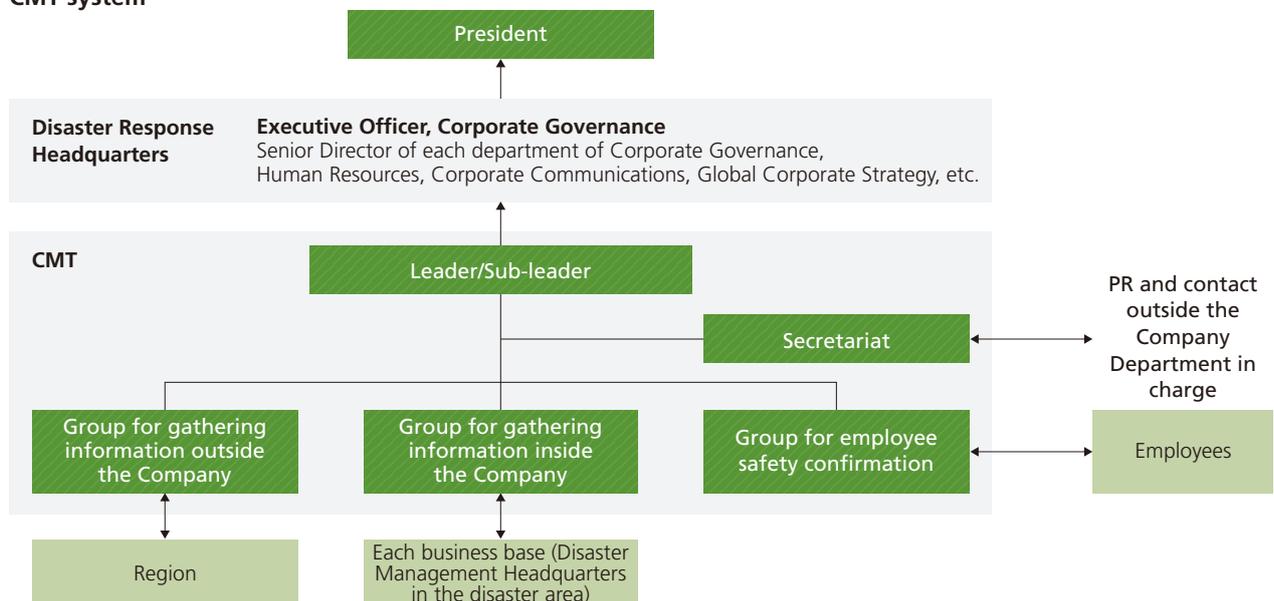
Managing personal information

Sumitomo Pharma has a privacy policy in place, and in accordance with its internal rules, properly handles and protects personal information acquired through its business activities from healthcare professionals, product users, business partners, shareholders, employees and other persons. In addition, Sumitomo Pharma actively promotes protection of personal information by building a solid management system that includes an executive officer in charge of personal information management and a personal information hotline, and educating and training its officers and employees.

Information security

As information security efforts, we continue to update technical measures, rules, and procedures according to societal changes and advances in information technology as we monitor compliance. In addition, we hold periodic information security training for officers and employees to raise awareness. We also strive to address information security risks at our group companies and business partners.

CMT system



Moreover, in addition to creating a system that prevents and detects unauthorized access and responds rapidly when an incident occurs (Computer Security Incident Response Team: CSIRT), we continue to implement efforts to prevent information security incidents. CSIRT also conduct regularly response training that presents a cyberattack scenario.

KPIs

Risk management Material issues

- **Implementing risk assessment and examining and implementing appropriate countermeasures based on results of assessment**

Fiscal 2021 progress

Conducted risk assessments for organizations that include Group companies Japan overseas, and carry out measures based on assessment results

- **Rebuilding, and implementing training and drills of business continuity management (BCM) and business continuity plans (BCPs)**

Fiscal 2021 progress

Prepared BCPs for each department and site based on the company-wide BCP (Basic Plan) made in fiscal 2020

- **Provision of education and training aimed at proper information management**

Fiscal 2021 progress

- Conducted training for new employees on managing information and personal information
- Conducted training (e-learning) for all officers and employees on information management and revisions to the Act on the Protection of Personal Information

- **Number of serious information leaks and other incidents**

Fiscal 2021 progress 0

Compliance

Sumitomo Pharma has declared in our publicly announced Declaration of Conduct our commitment to “comply with laws and regulations, and conduct transparent and fair corporate activities with a good sense of ethics.” To put this declaration into practice and ensure full compliance, we have established Compliance Standards and use them as concrete guidelines for business activities.

One of Sumitomo Pharma’s executive officers is charged with overseeing all compliance matters of Sumitomo Pharma and its group companies around the world. Three compliance committees have been set up: the Compliance Committee of Sumitomo Pharma, the Compliance Committee of the group companies in Japan, and the Compliance Committee of the group companies outside

Japan. The Sumitomo Pharma executive officer in charge of compliance serves as chair of each of the three committees and reports to the Board of Directors on the committee activities.

Sumitomo Pharma has set up internal and external compliance hotlines through which its officers and employees can make reports and consultations relating to incidents of real or threatened compliance violation, and the Company operates such compliance hotline in an appropriate manner. Similar compliance hotlines have been installed in the group companies in and outside Japan. The officers and employees of such group companies may use the Sumitomo Pharma hotlines, if the use of their own compliance hotlines is not appropriate.

The Company rejects any relationships whatsoever with anti-social forces and has established special provisions allowing for the termination of a contract signed with a counter party that the Company deems to be an anti-social force. Additionally, from the perspective of preventing corruption in business activities, the Company has stipulated Corruption Prevention Guidelines, while also specifying provisions against corruption in new transaction contracts that accompany the acceptance of compensation.

KPIs

Compliance Material issues

- **Number of serious compliance violations**

Fiscal 2021 progress 0

- **Implementation of compliance education and training**

Fiscal 2021 progress

- Conducted new compliance training for department heads
- Conducted training for new employees, including mid-career hires
- Conducted theme-based training company-wide on information management and other subjects

- **Implementation rate of initiatives to ensure compliance (identification of compliance risk and review of countermeasures)**

Fiscal 2021 progress 100%

- **Implementation of compliance awareness surveys**

Fiscal 2021 progress

Conducted opinion concerning mindset and culture with respect to compliance (92.5% response rate)

- **Level of awareness of the whistle-blowing system, understanding and number of reports**

Fiscal 2021 progress Understanding: 93% / Reports made: 19

Fair and transparent corporate activities

Promoting communication with stakeholders

In its Declaration of Conduct, Sumitomo Pharma has stated its commitment to “7. Build harmonious relationships with society,” and is working to foster a high level of awareness as a corporate citizen.

We place importance on stakeholder engagement based on dialogue (stakeholder dialogue) with all of the stakeholders involved in the Company, including patients and their families, healthcare professionals, local communities, collaboration partners, employees, shareholders and investors, and business partners. We are working to solve social issues by proactively identifying what stakeholders expect and demand of us and reflecting these in our business and social contribution activities.

→ Please see page 33 for relationships with stakeholders.

Communication with patients and healthcare professionals

Sumitomo Pharma has established a Product Information Center as a customer support contact center for inquiries about our products from patients and their families, in addition to healthcare professionals. Going forward, we will continue to contribute to the health of patients by swiftly and politely providing accurate information on the proper use of pharmaceuticals, while pursuing appropriate internal feedback on content learned from external requests, visualizing trends in patient opinions, and strengthening our role to improve our products and materials. In FY2021, the Product Information Center engaged in approximately 1,900 inquiries from patients and their families, and approximately 29,800 inquiries from healthcare professionals.

Sumitomo Pharma complies with relevant laws and regulations, the Ministry of Health, Labour and Welfare’s Guidelines for Provision of Sales Information on Prescription Drugs, the Fair Competition Code, the Japan Pharmaceutical Manufacturers Association (JPMA) Code of Practice, the IFPMA Code of Practice, internal rules, etc. and engages in fair and transparent activities when collaborating with healthcare professionals and patient group. We also disclose information on cash payments and the like to healthcare professionals and patient group in accordance with the JPMA Transparency Guideline for the Relation between Corporate Activities and Medical Institutions and the JPMA Transparency Guideline for the Relation between Corporate Activities and Patients’ Groups.

Communication with Shareholders and Investors

Sumitomo Pharma shall strive to facilitate purposeful dialogues with shareholders, investors, etc., in accordance with “Basic Policy for Promoting Constructive Dialogues with Shareholders, Investors, etc.”

Sumitomo Pharma regularly holds meetings with analysts and institutional investors from Japan and from abroad. In Japan, meetings are held to coincide with financial results announcements at the end of the second and fourth quarters, while conference calls are carried out for announcements of financial results of the first and third quarters. In addition, meetings focused on specific topics are held as appropriate. Sumitomo Pharma held its fourth ESG meeting in December 2021 and a meeting on the Frontier Business in September 2021.

We conduct regular visits for foreign shareholders, but these meetings were held online in fiscal 2021 due to the impact of COVID-19. We also dub the meetings and conference calls held in Japan into English (including the Q&As) and post them on our website. We also take part in the small meetings arranged by securities firms in Japan for foreign investors.

We hold meetings for individual investors a number of times each year (seven meetings in fiscal 2019). However, in fiscal 2021, we held one online meeting due to the impact of COVID-19.

We also post other materials on our website in Japanese and English. These materials include financial results summaries and supplementary data, materials from investor meetings (including video and audio streaming and transcripts), press releases, integrated reports, Fact Books and notices of convocation for the annual shareholders’ meetings, among others.

Moreover, since fiscal 2018, feedback from shareholders and investors has been reported to the Directors and Executive Officers each quarter in a report format as well as being reported to the Board of Directors semi-annually since fiscal 2019.

KPIs

Fair and transparent corporate activities

Material issues

• **Number of stakeholder dialogues**

Fiscal 2021 progress

- SMP Opinion (company-wide questionnaire): Once
- Individual meeting with analysts and institutional investors: 103 meetings
- Small meetings: 5 meetings
- Product Information Center: Approximately 34,000 inquiries

• **Ensuring transparency on relationships with healthcare professionals and patient groups**

Fiscal 2021 progress

Observed the guidelines on transparency on relationships with healthcare professionals and patient groups, and disclosed various information properly and in a timely fashion

• **Promotion of appropriate provision of information based on scientific evidence**

Fiscal 2021 progress

- Improved information provided on our Q&A site for healthcare professionals based on appropriate evidence
- Pointed healthcare professionals with information gained from post-marketing surveillance

Respecting human rights

In light of rising global concern for human rights and the societal responsibility of companies to respect human rights, we have respecting human rights as one of the material issues making up the foundation to continue business. In the "Declaration of Conduct: Item 5. Respect Human Rights", we clearly support the Universal Declaration of Human Rights and Core Labour Standards and, in conformance with the UN Guiding Principles on Business and Human Rights, articulates our commitment to complying with laws pertaining to labor and employment in our countries and regions of business. As for measures that concern respecting human rights, in the "Compliance Standard: Item 25. Respect for Human Rights, Prohibition of Discrimination and Harassing Behavior, and Prohibition of Harassment", we clearly rejects any discrimination or harassment based on race, nationality, ethnic or social origin, ancestry, ethnicity, age, religion, faith or belief, sex and gender, sexual orientation, gender identity, marital status, academic background, disability, disease, employment status, or any other status.

In fiscal 2021, we undertook a number of initiatives to promote compliance. Along with establishing human rights violations as a particularly significant risk, and discussed and proposed measures to prevent such violations, in all workplaces.

To better prevent and further mitigate the human rights risks throughout the Group's business activities, a resolution was passed by the Board of Directors that led to the SMP Group Human Rights Policy*¹. The policy was established and put into force on March 1, 2022, and serves as high-level guidelines for all documents and rules pertaining to efforts aimed at respecting human rights throughout the Group. In accordance with the policy, the Group provides appropriate work environments, creates systems to carry out human rights due diligence*², identifies adverse impacts on human rights, and works to prevent and mitigate human rights violations while disclosing information appropriately. For all those involved with Sumitomo Pharma, including our suppliers and other business partners, we will continue to ask for their understanding and support of this policy, encourage a respect for human rights, show a respect for human rights throughout all value chain, and do business in a way that contributes to greater social sustainability.

*1 https://www.sumitomo-pharma.com/sustainability/human_rights

*2 A series of processes for assessing adverse impacts on human rights, responding to survey results, conducting follow-up surveys, and disseminating information about response methods

KPIs

Respecting human rights

Material issues

• **Formulation of a basic policy for human rights**

Fiscal 2021 progress

- Established and put into force the SMP Group Human Rights Policy on March 1, 2022
- Published the policy on our website

• **Promotion of understanding of and action on the basic policy at Group companies**

Fiscal 2021 progress

After the policy was established and put into force, all Group companies were notified and their acknowledgement received

• **Encouragement of respect for human rights by business partners, including suppliers**

Fiscal 2021 progress

- Established the Sumitomo Pharma Sustainable Code of Conduct for Business Partners
- Published the Code of Conduct on our website

Directors / Audit & Supervisory Board Members



Directors

1 Hiroshi Nomura

Representative Director, President and CEO

1981: Joined Sumitomo Chemical Co., Ltd.
2004: Senior Director of Finance & Accounting Department of the former Sumitomo Pharmaceuticals Co., Ltd.
2007: Senior Director of Global Corporate Strategy
2008: Joined the Company
2008: Executive Officer of the Company
2012: Member of the Board of Directors and Executive Officer of the Company
2014: Member of the Board of Directors and Senior Executive Officer of the Company
2016: Member of the Board of Directors and Executive Vice President of the Company
2017: Representative Director and Executive Vice President of the Company
2018: Representative Director and President and Chief Executive Officer of the Company (to the present)

2 Toru Kimura

Representative Director, Executive Vice President

Global Corporate Strategy; Regenerative & Cellular Medicine Office; Regenerative & Cellular Medicine Kobe Center; Regenerative & Cellular Medicine Manufacturing Plant

1989: Joined Sumitomo Chemical Co., Ltd.
1992: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2009: Senior Director of Genomic Science Laboratories of the Company
2010: Senior Director of Research Planning & Management of the Company
2012: Senior Director of Global Strategy of the Company
2013: Senior Director of the Regenerative & Cellular Medicine Office of the Company
2015: Executive Officer of the Company
2016: Member of the Board of Directors and Executive Officer of the Company, Senior Director of Global Corporate Strategy of the Company
2017: Senior Executive Research Director of Drug Research Division of the Company
2019: Member of the Board of Directors and Senior Executive Officer of the Company
2020: Chief Scientific Officer of the Company
2021: Representative Director and Executive Vice President of the Company (to the present)

3 Yoshiharu Ikeda

Member, Board of Directors, Senior Executive Officer

**Cancer Research; Modality Research; Drug Research Division
Head of Japan Business Unit**

1985: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2007: Senior Director of Research Planning & Coordination of the Company
2009: Senior Director of Global Corporate Strategy of the Company
2010: Executive Officer of the Company
2012: Sunovion Pharmaceuticals Inc., Executive Vice President
2013: Executive Director of the Technology Research & Development Division
2016: Senior Executive Officer, Executive Director of the Manufacturing Division of the Company
2020: Member of the Board of Directors and Senior Executive Officer of the Company (to the present)

4 Hiroyuki Baba

Member, Board of Directors, Senior Executive Officer

Global Data Design Office; Legal Affairs; Intellectual Property; IT Management & Digital Transformation; Frontier Business Office

1982: Joined Sumitomo Chemical Co., Ltd.
2014: Joined the Company, Executive Officer, Senior Director of Global Business Development and Head of Global Business Development
2017: Executive Officer, Senior Director of Global Corporate Strategy of the Company
2019: Senior Executive Officer of the Company
2022: Member of the Board of Directors and Senior Executive Officer of the Company (to the present)

5 Shigeyuki Nishinaka

Member, Board of Directors, Senior Executive Officer

Global Business Development; International Business Management

1989: Joined NKK Corporation (currently, JFE Holdings, Inc.)
1994: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2001: Joined Daiichi Pharmaceutical Co., Ltd. (currently, Daiichi Sankyo Co., Ltd.)
2009: Joined the Company
2014: Deputy Executive Director of Drug Research Division and Senior Director of Global Oncology Office of the Company
2014: Deputy Executive Director of Drug Research Division and Senior Director of External Innovation Development Office of the Company
2016: Senior Director of Global Business Development of the Company
2017: Executive Officer of the Company
2020: Senior Executive Officer of the Company
2022: Member of the Board of Directors and Senior Executive Officer of the Company (to the present)

6 Saeko Arai

Member, Board of Directors (Outside)

1987: Joined Eiwa Audit Corporation (currently, KPMG AZSA LLC)
2002: President of Gratia, Inc. (currently, Acuray, Inc.) (to the present)
2017: Outside Audit & Supervisory Board Member of team5 Inc. (to the present)
2017: Outside Audit & Supervisory Board Member of AEON Credit Service Co., Ltd. (to the present)
2018: Outside Member of the Board of Directors of the Company (to the present)
2018: Outside Director of Tokyu Fudosan Holdings Corporation (to the present)
2019: Professor at the Faculty of Business Administration of Hakuoh University (to the present)



7 Nobuhiro Endo

Member, Board of Directors (Outside)

- 1981: Joined NEC Corporation
- 2006: Senior Vice President and Executive General Manager of the Mobile Network Operations Unit of NEC Corporation
- 2009: Executive Vice President of NEC Corporation
- 2009: Executive Vice President and Member of the Board of NEC Corporation
- 2010: President (Representative Director) of NEC Corporation
- 2016: Chairman of the Board (Representative Director) of NEC Corporation
- 2016: Outside Director of JAPAN POST INSURANCE Co., Ltd.
- 2017: Outside Director of Seiko Holdings Corporation
- 2018: Outside Director of Japan Exchange Group, Inc. (to the present)
- 2019: Outside Member of the Board of Directors of the Company (to the present)
- 2019: Chairman of the Board of NEC Corporation
- 2019: Outside Director of Tokyo Marine Holdings, Inc. (to the present)
- 2022: Executive Advisor of NEC Corporation (to the present)
- 2022: Outside Director of Nishin Seifun Group Inc. (to the present)

8 Minoru Usui

Member, Board of Directors (Outside)

- 1979: Joined Shinshu Seiki Co., Ltd. (currently, Seiko Epson Corporation)
- 2002: Director of Seiko Epson Corporation
- 2005: General Administrative Manager of the Production Engineering & Development Division of Seiko Epson Corporation
- 2007: General Administrative Manager of the Corporate Research & Development Division of Seiko Epson Corporation
- 2007: Managing Director of Seiko Epson Corporation
- 2008: President and Representative Director of Seiko Epson Corporation, Chief Executive Officer of Seiko Epson Corporation
- 2020: Chairman and Director of Seiko Epson Corporation (to the present)
- 2021: Outside Member of the Board of Directors of the Company (to the present)
- 2021: Outside Director of IHI Corporation (to the present)

9 Koji Fujimoto

Member, Board of Directors (Outside)

- 1987: Joined the Ministry of International Trade and Industry (MITI) (currently, the Ministry of Economy, Trade and Industry (METI))
- 2008: Director, Service Industries Division of METI (Director, Healthcare Industries Division after organizational revision in July 2011)
- 2015: Councillor, Cabinet Secretariat (Assistant Director, Office of Healthcare Policy)
- 2019: Specially Appointed Professor, Tokyo Medical and Dental University (to the present)
- 2019: Senior URA, Research University Promotion Organization, Tokyo Medical and Dental University (up to the present)
- 2019: Deputy Director, Research Center for Industry Alliances, Tokyo Medical and Dental University (up to the present)
- 2022: Outside Member of the Board of Directors of the Company (to the present)

Audit & Supervisory Board Members

10 Yoshinori Oh-e

Audit & Supervisory Board Member

- 1982: Joined the former Dainippon Pharmaceutical Co., Ltd.
- 2007: Senior Director of Development Planning & Management of the Company
- 2009: Senior Director of Pharmaceutical Strategy of the Company
- 2010: Executive Officer of the Company, Senior Director of Business Development of the Company
- 2014: Senior Executive Officer of the Company, Executive Director of Corporate Regulatory Compliance & Quality Assurance Division of the Company
- 2017: Full-time Audit & Supervisory Board Member of the Company (to the present)

11 Takashi Kutsunai

Audit & Supervisory Board Member

- 1981: Joined Sumitomo Chemical Co., Ltd.
- 1984: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
- 2004: Senior Director of General Affairs & Human Resources
- 2005: Senior Director of Human Resources of the Company
- 2008: Senior Director of Strategic Marketing & Planning (Asia), International Business Management of the Company
- 2009: Senior Director of International Business Strategic Marketing and Planning of the Company
- 2010: Senior Director of Global Sales and Marketing of the Company
- 2012: Senior Director of Internal Auditing of the Company
- 2018: Full-time Audit & Supervisory Board Member of the Company (to the present)

12 Yoshio Iteya

Audit & Supervisory Board Member (Outside)

- 1983: Admitted to the Bar (Japan)
- 1989: Admitted to the Bar (New York)
- 1992: Partner at Mori Hamada & Matsumoto
- 2004: Specially Appointed Professor at Hitotsubashi University School of Law (to the present)
- 2018: Outside Audit & Supervisory Board Member of the Company (to the present)
- 2021: Partner at Anderson Mori & Tomotsune (to the present)

13 Mayumi Mochizuki

Audit & Supervisory Board Member (Outside)

- 1976: Joined Nippon Roche K.K. (currently, Chugai Pharmaceutical Co., Ltd.)
- 1983: Joined the Department of Pharmacy of Kitasato University Hospital
- 2007: Professor at Kyoritsu University of Pharmacy (currently, the Faculty of Pharmacy of Keio University)
- 2009: Associate Dean in Pharmacy at the Graduate School of Pharmaceutical Sciences of Keio University
- 2013: Dean of the Faculty of Pharmacy and Dean of the Graduate School of Pharmaceutical Sciences of Keio University
- 2015: Director of the Department of Pharmacy at Keio University Hospital
- 2019: Professor Emeritus at Keio University (to the present)
- 2019: Adviser of the International Medical Information Center (to the present)
- 2020: Special Adviser of the International University of Health and Welfare (to the present)
- 2020: Vice President of Science Council of Japan (to the present)
- 2021: Outside Audit & Supervisory Board Member of the Company (to the present)

14 Daishiro Michimori

Audit & Supervisory Board Member (Outside)

- 1979: Joined the Ministry of Finance
- 2010: Councillor of the Cabinet Secretariat (National Policy Unit)
- 2012: Regional Commissioner of the Tokyo Regional Taxation Bureau
- 2016: Advisor Attorney of TMI Associates
- 2016: Outside Member of the Board of World Co., Ltd.
- 2018: Senior Managing Director of the Institute of Daiwa Institute of Research Ltd.
- 2021: Visiting Lawyer of Shimada Hamba & Osajima (to the present)
- 2022: Senior Advisor of Daiwa Institute of Research Ltd. (to the present)
- 2022: Outside Audit & Supervisory Board Member of the Company (to the present)

Executive Officers



Hideyuki Harada

Senior Executive Officer

Technology Research & Development Division;
Manufacturing Division
Deputy Head of Japan Business Unit

1991: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2012: Senior Director of Research Planning & Coordination of the Company
2013: Senior Director of Research Planning & Intelligence of the Company
2016: Executive Officer, Executive Director of Drug Research Division of the Company
2017: Executive Officer, Executive Research Director of Drug Research Division of the Company
2021: Senior Executive Officer, Senior Executive Research Director of Drug Research Division of the Company
2022: Senior Executive Officer
Technology Research & Development Division;
Manufacturing Division
Deputy Head of Japan Business Unit of the Company (to the present)



Atsuko Higuchi

Senior Executive Officer

External Affairs; Corporate Secretariat; Human Resources

1986: Joined Sumitomo Chemical Co., Ltd.
1992: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2008: Senior Director of Public Relations of the Company
2014: Senior Director of International Business Management of the Company
2015: Senior Director, International Business Management of the Company
2017: Executive Officer, Corporate Governance; Corporate Communications; Human Resources of the Company
2022: Senior Executive Officer
External Affairs; Corporate Secretariat; Human Resources of the Company (to the present)



Takuya Taguchi

Senior Executive Officer

Sales & Marketing Division
Executive Director, Sales & Marketing Division
Deputy Head of Japan Business Unit

1982: Joined Sumitomo Chemical Co., Ltd.
1984: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2010: Senior Director of Higashi-Nippon Region
Minami-Tohoku Branch of the Company
2012: Senior Director of Capital Region Tokyo Branch I of the Company
2013: Senior Director of Sales & Marketing Management of the Company
2019: Executive Officer, Deputy Executive Director of Sales & Marketing Division and Senior Director of Sales & Marketing Management of the Company
2021: Executive Officer, Deputy Executive Director of Sales & Marketing Division of the Company
2022: Senior Executive Officer
Sales & Marketing Division
Executive Director of Sales & Marketing Division
Deputy Head of Japan Business Unit of the Company (to the present)



Koichi Kozuki

Executive Officer

Regulatory Affairs; Medical Information;
Medical Affairs; Corporate Regulatory
Compliance & Quality Assurance
Executive Director, Corporate Regulatory
Compliance & Quality Assurance Division
Deputy Head of Japan Business Unit

1989: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2012: Senior Director of Global Project Management of the Company
2013: Senior Director of Global Strategy & Business Development of the Company
2014: Senior Director of Global Strategy & Business Development and Senior Director of Global R&D Office of the Company
2017: Executive Director of Drug Development Division of the Company
2020: Executive Officer, Executive Director of Drug Development Division and Deputy Executive Director of Corporate Regulatory Compliance & Quality Assurance Division of the Company
2022: Executive Officer, Regulatory Affairs; Medical Information; Medical Affairs; Corporate Regulatory Compliance & Quality Assurance
Executive Director of Corporate Regulatory Compliance & Quality Assurance Division
Deputy Head of Japan Business Unit of the Company (to the present)



Isao Shimizu

Executive Officer

Senior Executive Research Director, Drug
Research Division

1991: Joined the former Dainippon Pharmaceutical Co., Ltd.
2014: Senior Director of Drug Development Research Laboratories of the Company
2016: Senior Director of Preclinical Research Laboratories of the Company
2017: Senior Director of External Innovation Development Office of the Company
2019: Senior Director of External Innovation of the Company
2020: Executive Officer, Executive Research Director of Drug Research Division of the Company
2022: Executive Officer
Senior Executive Research Director of Drug Research Division of the Company (to the present)



Yumi Sato

Executive Officer

Drug Development Division
Executive Director, Drug Development Division
Executive Vice President and Chief Corporate
Strategy Officer, Sunovion Pharmaceuticals Inc.

1992: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
2015: Senior Director of Clinical Research of the Company
2018: Senior Director of Global Corporate Strategy of the Company
2020: Executive Officer, Executive Vice President of the Company and Chief Corporate Strategy Officer, Sunovion Pharmaceuticals Inc.
2022: Executive Officer
Drug Development Division
Executive Director of Drug Development Division
Executive Vice President of the Company and Chief Corporate Strategy Officer, Sunovion Pharmaceuticals Inc. (to the present)



Kenji Ueno

Executive Officer

Executive Director, Technology Research & Development Division

1990: Joined the former Dainippon Pharmaceutical Co., Ltd.
 2014: Senior Director of Ibaraki Plant of the Company
 2016: Senior Director of Manufacturing Management and Senior Director of Procurement of the Company
 2019: Deputy Executive Director of Manufacturing Division and Senior Director of Suzuka Plant of the Company
 2020: Executive Director of Technology Research & Development Division of the Company
 2021: Executive Officer
 Executive Director of Technology Research & Development Division of the Company (to the present)



Naoki Noguchi

Executive Officer

Corporate Governance; Corporate Communications
 Senior Director, Corporate Governance

1986: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
 2018: Chairman, President & CEO, Sumitomo Pharma (Suzhou) Co., Ltd.
 2022: Executive Officer
 Corporate Governance; Corporate Communications
 Senior Director of Corporate Governance of the Company (to the present)



Tsutomu Nakagawa

Executive Officer

Senior Director, Global Corporate Strategy

1993: Joined the former Sumitomo Pharmaceuticals Co., Ltd.
 2019: Senior Director of Global Oncology Office of the Company
 2020: Senior Director of Global Corporate Strategy of the Company
 2022: Executive Officer
 Senior Director of Global Corporate Strategy of the Company (to the present)



Antony Loebel

Executive Officer

President and CEO, Sunovion Pharmaceuticals Inc.

2001: Joined Pfizer Inc.
 2007: Joined Dainippon Sumitomo Pharma America, Inc. (currently, Sunovion Pharmaceuticals Inc.)
 2011: Chief Medical Officer, Sunovion Pharmaceuticals Inc.
 2012: Executive Officer of the Company, Head of Global Clinical Development
 2019: Executive Officer of the Company
 President and CEO, Sunovion Pharmaceuticals Inc. (to the present)



Patricia S. Andrews

Executive Officer

CEO, Sumitomo Pharma Oncology, Inc.
 Global Head of Oncology

1991: Joined Pfizer Inc.
 2008: Joined Incyte Corporation
 2013: Joined Boston Biomedical Pharma, Inc. (currently, Sumitomo Pharma Oncology, Inc.)
 2017: Executive Officer of the Company, CEO, Boston Biomedical, Inc. (currently, Sumitomo Pharma Oncology, Inc.)
 2020: Executive Officer of the Company
 CEO, Sumitomo Dainippon Pharma Oncology, Inc. (currently, Sumitomo Pharma Oncology, Inc.)
 Global Head of Oncology (to the present)