

April 22, 2025

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
 Representative: Akihiko Ishihara
 President & CEO & COO
 (Code:6417, TSE Prime Market)
 Contact: Hiroshi Takahashi
 Senior Executive Operating Officer
 Head of Administration Div.
 TEL.: +81-3-5778-7777

Notice concerning Change of Representative Directors and Personnel Changes

SANKYO Co, Ltd. announces that at the Board of Directors' meeting held today, it has decided the change of Representative Directors and the changes of Operating Officers and Representative Directors of subsidiary of the Company as described below. The change of Representative Directors includes a partial change of the resolution at the Board of Directors' meeting held on March 21, 2025 and will be deliberated and decided officially at the Board of Directors' meeting to be held after the Ordinary General Meeting of Shareholders, subject to approval of their election as directors at the 60th Ordinary General Meeting of Shareholders to be held on June 27, 2025.

1. Change of Representative Directors (effective June 27, 2025)

(1) Reason of Change

Appointment of two Representative Directors was decided at the Board of Directors' meeting held on March 21, 2025. However, Akihiko Ishihara, who was to be reappointed as Representative Director and President, will retire, and therefore, the Company has selected another candidate.

(2) Details of the change (effective June 27, 2025)

Name	New Position	Current Position
Toshio Ogura	Representative Director, President & Chief Executive Officer (CEO) & Chief Operating Officer (COO)	Director & Senior Executive Operating Officer Head of Product management Division
Hiroshi Takahashi	Representative Director, Senior Executive Vice President & Supervising Corporate Planning Department	Senior Executive Operating Officer Head of Administration Division & General Manager of Corporate Planning Department

(3) Brief Biography of the New Representative Director

Name **Toshio Ogura**
Date of Birth March 12, 1962

Career Summary

May 1989	Joined the Company
April 2012	Operating Officer & Head of Intellectual Property Division & General Manager of Intellectual Property Department
April 2015	Executive Operating Officer & Head of Intellectual Property Division
April 2018	Senior Executive Operating Officer & Head of Intellectual Property Division
January 2019	Senior Executive Operating Officer & Head of Intellectual Property Division & Deputy Head of Product Management Division
April 2021	Senior Executive Operating Officer & Head of Intellectual Property Division & Deputy Head of Product Management Division & General Manager of Research & Development Department
April 2022	Senior Executive Operating Officer & Head of Product Management Division
June 2024	Director & Senior Executive Operating Officer & Head of Product management Division (to present)

Shares held 45,000 (As of March 31, 2025)

Name **Hiroshi Takahashi**
Date of Birth July 14, 1962

Career Summary

December 2000	Joined the Company
April 2018	Operating Officer & Deputy Head of Administration Division & General Manager of Accounting & Finance Department
June 2021	Operating Officer & Deputy Head of Administration Division & General Manager of Corporate Planning Department & General Manager of Accounting & Finance Department
April 2022	Executive Operating Officer & Head of Administration Division & General Manager of Corporate Planning Department
April 2024	Senior Executive Operating Officer & Head of Administration Division & General Manager of Corporate Planning Department (to present)

Shares held 27,000 (As of March 31, 2025)

2. Change of Representative Directors (Scheduled Date of Retirement: June 27, 2025)

(1) Reason for the change

Mr. Akihiko Ishihara will retire from the position of Director due to the expiry of his term of office at the closing of the Ordinary General Meeting of Shareholders to be held on June 27, 2025.

(2) Name and title of retiring representative director

Representative Director, President & CEO & COO Akihiko Ishihara

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3. Personnel Change of Operating Officers (effective June 27, 2025)

Name	New Position	Current Position
Shingo Takabayashi	Senior Executive Operating Officer & Head of Product Management Division	Executive Operating Officer & Deputy Head of Product Management Division
Masahiro Akaishi	Executive Operating Officer & Head of Administration Division & General Manager of General Affairs Department	Executive Operating Officer & Deputy Head of Administration Division & General Manager of General Affairs Department
Masaru Inoue	Executive Operating Officer & General Manager of Corporate Planning Department	Executive Operating Officer & Deputy General Manager of Corporate Planning Department

4. Personnel Changes of Representative Directors of subsidiary of the Company (After the approval in next general meeting of shareholders of a subsidiary of the company)

Name	New Position
Takeshi Busujima	JB Co., Ltd. Representative Director, President

Mr. Takeshi Busujima is Executive Operating Officer and the Head of the Information Technology Systems Division at SANKYO Co., Ltd.

(Reference) Directors and Officers after June 27, 2025 (Scheduled)

Name	Position
Hideyuki Busujima	Director, Chairman of the Board
Toshio Ogura	Representative Director, President & CEO & COO
Hiroshi Takahashi	Representative Director, Senior Executive Vice President Supervising Corporate Planning Dept.
Junko Tsuruoka	Director Chief Secretary
Yoko Igarashi	Director, chairperson of the Audit and Supervisory Committee
Toshiaki Ishiyama	Director, Audit and Supervisory Committee Member
Taro Kitani	Outside Director, Audit and Supervisory Committee Member
Hiroyuki Yamasaki	Outside Director, Audit and Supervisory Committee Member
Takashi Miura	Outside Director, Audit and Supervisory Committee Member

Yuji Togo	Senior Executive Operating Officer Head of Sales & Marketing Div.
Shingo Takabayashi	Senior Executive Operating Officer Head of Product Management Div.

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Katsumasa Takai	Executive Operating Officer Head of Manufacturing Div.
Masato Ando	Executive Operating Officer Head of Intellectual Property Div.
Takeshi Busujima	Executive Operating Officer Head of Information Technology Systems Div.
Masahiro Akaishi	Executive Operating Officer Head of Administration Div. & General Manager of General Affairs Dept.
Koji Hasegawa	Executive Operating Officer Deputy head of Product Management Div.
Masaru Inoue	Executive Operating Officer General Manager of Corporate Planning Dept.
Junichi Tsutsumi	Executive Operating Officer General Manager of Product Management Dept; Product Management Div.
Hideyuki Yoda	Executive Operating Officer General Manager of Internal Affairs Dept; Product Management Div.
Takashi Haneji	Executive Operating Officer General Manager of Purchasing Dept; Product Management Div.
Keiji Shuto	Operating Officer Deputy Head of Manufacturing Div. & Senior General Manager of Sanwa Plant
Ryo Naoi	Operating Officer Deputy Head of Sales & Marketing Div. & General Manager of Sales Strategy Dept.
Shinichi Ito	Operating Officer General Manager of Business Planning Dept.

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