

March 21, 2025

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
 Representative: Akihiko Ishihara
 President & CEO & COO
 (Code:6417, TSE Prime Market)
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Notice concerning Change of Representative Directors

SANKYO Co, Ltd. announces that at the Board of Directors' meeting held today, it has decided the change of Representative Directors as described below. This change 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. Reason of Change

The purpose of increasing the number of the representative directors is to strengthen the management foundation and to further promote sustainable growth and enhancement of the Group's corporate value.

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

Name	New Position	Current Position
Akihiko Ishihara	Representative Director, President & Chief Executive Officer (CEO)	Representative Director, President & Chief Executive Officer (CEO) & Chief Operating Officer (COO)
Toshio Ogura	Representative Director, Senior Executive Vice President & Chief Operating Officer (COO) Head of Product management Division	Director & Senior Executive Operating Officer Head of Product management Division

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 September 30, 2024)

(Reference) Directors and Officers after June 27, 2025

Name	Position
Hideyuki Busujima	Director, Chairman of the Board
Akihiko Ishihara	Representative Director, President & CEO
Toshio Ogura	Representative Director, Senior Executive Vice President & COO Head of Product Management Div.
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.
Hiroshi Takahashi	Senior Executive Operating Officer Head of Administration Div. & General Manager of Corporate Planning Dept.
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.
Koji Hasegawa	Executive Operating Officer Deputy head of Product Management Div.
Shingo Takabayashi	Executive Operating Officer Deputy head of Product Management Div.
Masaru Inoue	Executive Operating Officer Deputy General Manager of Corporate Planning Dept.
Masahiro Akaishi	Executive Operating Officer Deputy Head of Administration Div. & General Manager of General Affairs 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.

This material is an English translation of Japanese announcement made on March 21, 2025. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.