



Company name: DAIICHI SANKYO COMPANY, LIMITED  
Representative: Hiroyuki Okuzawa, Representative Director, President and COO  
(Code no.: 4568, Prime Market, Tokyo Stock Exchange)  
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## **Daiichi Sankyo Announces Changes to Representative Directors, and Appointments of Directors and Audit & Supervisory Board Members**

**Tokyo, Japan - (Mar 31, 2025)** – Daiichi Sankyo Company, Limited (hereinafter, the Company) today announced that its Board of Directors has approved changes to its Representative Directors, and to appointments of Directors and Audit & Supervisory Board Members as follows.

The Company recognizes that ensuring diversity among directors, including aspects of gender and nationality, is important for strengthening the decision-making and oversight functions of the Board of Directors by incorporating various perspectives and opinions into management. Based on the knowledge, experience, and insights that should be present for the Board of Directors to appropriately exercise its decision-making and oversight functions, and to enhance our corporate value, the Company has made a resolution today at the Board of Directors meeting regarding the appointments of candidates for Directors and Audit & Supervisory Board Members based on the recommendations of the Nominating Committee.

Appointments will be subject to approval at the Company's 20<sup>th</sup> Ordinary General Shareholders Meeting on June 23, 2025, and formal resolutions at the subsequent board meeting.

### 1. Change to Representative Director

Reason for change: Expiration of Representative Director's term

Retiring Representative Director

Name	Position (as of March 31, 2025)
Shoji Hirashima	Representative Director Senior Executive Officer Head of Japan Business Unit* <sup>1</sup>

- Shoji Hirashima will retire as Senior Executive Officer and Head of Japan Business Unit as of March 31, 2025, and continue in the position of Representative Director. Upon the conclusion of the Company's 20th Ordinary General Shareholders Meeting on June 23, 2025, he will retire as Representative Director due to the expiration of his term. He will be appointed as a Corporate Adviser of the Company effective June 24, 2025.

\*1 Holding concurrent position as the Unit Head under the Global Management Structure of the Daiichi Sankyo Group of companies (Daiichi Sankyo Group)

## 2. Changes to Directors

### (1) Candidates for Directors

Name		Position (as of June 23, 2025)
Sunao Manabe	Reelection	Representative Director, Executive Chairperson
Hiroyuki Okuzawa	Reelection	Representative Director, President and CEO
Takashi Matsumoto	Reelection	Director, Senior Executive Officer, Head of Global HR, CHRO (Chief Human Resources Officer)*2
Joseph Kenneth Keller	New election	Director, Head of Oncology Business Unit*2 (President, Daiichi Sankyo U.S. Holdings, Inc. and President & CEO, Daiichi Sankyo, Inc.)
Shizuko Ueno	New election	Director, Executive Officer, Head of Japan Business Unit*3 and Head of Medical Affairs Div., Japan Business Unit
Yasuhiro Komatsu	Reelection	Outside Director (Professor Emeritus and Professor (Specially appointed for Quality & Safety Science) at Gunma University Vice president, Itabashi Chuo Medical Center Advisory Board Member, Gunma University Hospital)
Takaaki Nishii	Reelection	Outside Director (Senior Corporate Advisor, Ajinomoto Co., Inc.)
Yo Honma	Reelection	Outside Director (Chief Corporate Advisor of NTT DATA Group Corporation)
Akihiro Watanabe	New election	Outside Director (Representative, Akihiro Watanabe CPA Office Chairman of Asia Corporate Finance at Houlihan Lokey)
Reiko Kinoshita	New election	Outside Director (Representative Director of Admiral Capital Co., Ltd)

- Takashi Fukuoka will retire as Senior Executive Officer and Head of Global Corporate Strategy (CStO) as of March 31, 2025, and continue in the position of Director. Upon the conclusion of the Company's 20th Ordinary General Shareholders Meeting on June 23, 2025, he will retire as Director due to the expiration of his term. He will be appointed as a Senior Adviser of the Company effective June 24, 2025.
- Upon the conclusion of the Company's 20th Ordinary General Shareholders Meeting on June 23, 2025, Kazuaki Kama and Sawako Nohara will retire as Outside Directors due to the expiration of their term.
- Yasuhiro Komatsu, Takaaki Nishii, Yo Honma, Akihiro Watanabe, and Reiko Kinoshita are candidates for Outside Directors as defined in Article 2-15 of the Companies Act.
- The Company will file Yasuhiro Komatsu, Takaaki Nishii, Yo Honma, Akihiro Watanabe, and Reiko Kinoshita as Independent Directors with the Tokyo Stock Exchange.

\*2 Positions under the Global Management Structure of the Daiichi Sankyo Group

\*3 Holding concurrent position as the Unit Head under the Global Management Structure of the Daiichi Sankyo Group

## 3. Changes to Audit & Supervisory Board Members

### (1) Candidates for Audit & Supervisory Board Members

Name		Position (as of June 23, 2025)
Terumichi Yokoyama	New election	Audit & Supervisory Board Member
Masako Watanabe	Reelection	Audit & Supervisory Board Member (Representative of Masako Watanabe Certified Public Accountant Office)

- Upon the conclusion of the Company's 20th Ordinary General Shareholders Meeting on June 23, 2025 Kenji Sato will resign as Audit & Supervisory Board Member. He will be appointed as a Corporate Adviser of the Company effective June 24, 2025.
- Masako Watanabe is a new candidate for Outside Audit & Supervisory Board Member as defined in Article 2-16 of the Companies Act.

For Reference: Incumbent auditors

Name	Position (as of June 23, 2025)
Miyuki Arai	Audit & Supervisory Board Member
Yukiko Imazu	Outside Audit & Supervisory Board Member (Partner, Attorney-at-Law, Anderson Mōri & Tomotsune)
Mitsuhiro Matsumoto	Outside Audit & Supervisory Board Member (Former Commissioner-General of the National Police Agency)

## Attachment

### 1. Biographies of the Newly Appointed Directors (As of March 31, 2025)

**Joseph Kenneth Keller:** Date of Birth October 25, 1962

Current Positions Held:

Head of Oncology Business Unit of Daiichi Sankyo Group<sup>\*4</sup>  
President, Daiichi Sankyo U.S. Holdings, Inc.  
President & CEO, Daiichi Sankyo, Inc.

Career Summary

May. 2014      Joined Daiichi Sankyo, Inc.  
Daiichi Sankyo Administrative & Commercial President, Daiichi Sankyo, Inc.

Jun. 2016      Daiichi Sankyo Administrative & Commercial President, Daiichi Sankyo, Inc.  
President & CEO, Luitpold Pharmaceuticals, Inc. (currently American Regent, Inc.)

Apr. 2019      President, Daiichi Sankyo U.S. Holdings, Inc. (to present)  
President & CEO, Daiichi Sankyo, Inc. (to present)  
Daiichi Sankyo Administrative & Commercial President, Daiichi Sankyo, Inc.  
President & CEO, American Regent, Inc.

Apr. 2021      Head of Oncology Business Unit of Daiichi Sankyo Group<sup>\*4</sup> (to present)

<sup>\*4</sup> Position under the Global Management Structure of the Daiichi Sankyo Group (Holding as a concurrent position from April 2021)

- Joseph Kenneth Keller is utilizing the abbreviated version of his name, Ken Keller, within the Company.

**Shizuko Ueno:** Date of Birth July 4, 1965

Current Position Held:

Executive Officer, Head of Medical Affairs Div., Japan Business Unit of the Company

Career Summary

Apr. 1990      Joined Suntory Limited (currently Suntory Holdings Limited)

Dec. 2002      Transferred to Daiichi Suntory Pharma Co., Ltd.

Apr. 2010      Transferred to Daiichi Sankyo Company, Limited  
Temporary Transfer to Daiichi Sankyo RD Associe Co., Ltd.

Apr. 2020      Vice President of Clinical Development Dept. III, Development Function,  
R&D Division of the Company

Apr. 2022      Corporate Officer, Head of Medical Affairs Division, Japan Business Unit of the Company

Apr. 2024      Executive Officer, Head of Medical Affairs Division, Japan Business Unit of the Company  
(to present)

- The name on the family register of Shizuko Ueno is Shizuko Urano.

**Akihiro Watanabe:** Date of Birth February 18, 1959

Current Positions Held:

Representative, Akihiro Watanabe CPA Office  
Chairman of Asia Corporate Finance at Houlihan Lokey

#### Career Summary

Jul. 1990	Audit Department Partner, New York office of KPMG LLP
Jul. 1994	Representative Director, KPMG Corporate Finance K.K.
Apr. 2002	Representative, Akihiro Watanabe CPA Office (to present)
Apr. 2004	Representative Director and Partner, GCA Corporation
Jan. 2024	Chairman of Asia Corporate Finance, Houlihan Lokey (to present)

#### Material concurrent positions

- Chairman of Asia Corporate Finance at Houlihan Lokey

**Reiko Kinoshita:** Date of Birth July 3, 1964

#### Current Position Held:

Representative Director of Admiral Capital Co., Ltd

#### Career Summary

Apr. 2000	Vice President of Lehman Brothers Japan Inc.
Oct. 2002	Senior Vice President of The Tokyo Star Bank, Limited
Jul. 2005	Director and Managing Executive Officer of SBI Capital Co., Ltd.
Jun. 2006	Representative Director of SBI Capital Solutions Co., Ltd. (currently Admiral Capital Co., Ltd.) (to present)
Jun. 2007	Director and Managing Executive Officer of SBI Holdings, Inc.
Feb. 2021	Representative Director of Yuni Finance Co., Ltd. (to present)
Mar. 2023	Director of Green Service Inc. (to present)

#### Material concurrent positions

- Representative Director of Admiral Capital Co., Ltd
- Representative Director of Yuni Finance Co., Ltd.
- Director of Green Service Inc.
- Outside Director, Helios Techno Holding Co.,Ltd.
- Outside Director, KUSURI NO AOKI HOLDINGS CO., LTD.

## **2. Biographies of the Newly Appointed and Reappointed Audit & Supervisory Board Members (As of March 31, 2025)**

**Terumichi Yokoyama:** Date of Birth October 12, 1965

#### Current Position Held:

Head of Global Internal Audit of Daiichi Sankyo Group<sup>\*5</sup>

Career Summary

Apr. 1988      Joined Daiichi Pharmaceuticals Co., Ltd  
Apr. 2021      Vice President, Internal Audit Department of the Company  
Apr. 2024      Head of Global Internal Audit of Daiichi Sankyo Group\*<sup>5</sup> (to present)

\*<sup>5</sup> Position under the Global Management Structure of the Daiichi Sankyo Group

**Masako Watanabe:** Date of Birth January 29, 1962

Current Position Held:

Representative of Masako Watanabe Certified Public Accountant Office  
Audit & Supervisory Board Member of the Company

Career Summary

Apr. 1984      Joined The Fuji Bank, Ltd (currently “Mizuho Bank, Ltd.”)  
Oct. 1990      Joined Tohmatsu LLC (currently “Deloitte Touche Tohmatsu LLC”)  
Aug. 1994      Registered as Certified Public Accountant  
Jul. 2007      Partner of Tohmatsu LLC (currently “Deloitte Touche Tohmatsu LLC”)  
Aug. 2020      Representative of Masako Watanabe Certified Public Accountant Office (to present)  
Jun. 2021      Audit & Supervisory Board Member of the Company (to present)

Material concurrent positions

- Outside Director, SAKATA SEED CORPORATION

**For Reference:**

Directors and Audit & Supervisory Board Members after the election at the Ordinary General Shareholders Meeting (as of June 23, 2025)

Name	Position
Sunao Manabe	Representative Director, Executive Chairperson
Hiroyuki Okuzawa	Representative Director, President and CEO
Takashi Matsumoto	Director, Senior Executive Officer, Head of Global HR, CHRO (Chief Human Resources Officer)* <sup>6</sup>
Joseph Kenneth Keller	Director, Head of Oncology Business Unit* <sup>7</sup>
Shizuko Ueno	Director, Executive Officer, Head of Japan Business Unit* <sup>8</sup> and Head of Medical Affairs Div., Japan Business Unit
Yasuhiro Komatsu	Outside Director
Takaaki Nishii	Outside Director
Yo Honma	Outside Director
Akihiro Watanabe	Outside Director
Reiko Kinoshita	Outside Director
Miyuki Arai	Audit & Supervisory Board Member
Terumichi Yokoyama	Audit & Supervisory Board Member
Yukiko Imazu	Outside Audit & Supervisory Board Member
Masako Watanabe	Outside Audit & Supervisory Board Member
Mitsuhiro Matsumoto	Outside Audit & Supervisory Board Member

\*<sup>6</sup> Positions under the Global Management Structure of the Daiichi Sankyo Group

\*<sup>7</sup> Position under the Global Management Structure of the Daiichi Sankyo Group, and holding concurrent position as the President, Daiichi Sankyo U.S. Holdings, Inc. and President & CEO, Daiichi Sankyo, Inc.

\*<sup>8</sup> Holding concurrent position as the Unit Head under the Global Management Structure of the Daiichi Sankyo Group

**About Daiichi Sankyo**

Daiichi Sankyo is an innovative global healthcare company contributing to the sustainable development of society that discovers, develops, and delivers new standards of care to enrich the quality of life around the world. With more than 120 years of experience, Daiichi Sankyo leverages its world-class science and technology to create new modalities and innovative medicines for people with cancer, cardiovascular, and other diseases with high unmet medical need. For more information, please visit [www.daiichisankyo.com](http://www.daiichisankyo.com).