

January 11, 2024

Ono Pharmaceutical Co., Ltd.

Notice of Changes in Representative Directors

Ono Pharmaceutical Co., Ltd. (Osaka, Japan; President and CEO: Gyo Sagara; “the Company”) today announced that it has resolved to change the Representative Directors at the Board of Directors Meeting held on January 11, 2024 as described below:

1. Reason for Change in Representative Directors

In FY2017, the Company formulated a long-term vision with a goal of FY2031, and FY2024 will be the third year of the second medium-term management plan (FY2022-FY2026).

In the second medium-term management plan, aiming to become a world-class company that can flexibly and swiftly respond to any situation, the Company has been working on business activities by establishing four growth strategies: “Maximization of product value,” “Reinforcement of pipelines and acceleration of global development,” “Realization of direct sales in the US and Europe,” and “Expansion of business domains.” The Company will strongly promote these growth strategies and reliably achieve the second medium-term management plan with FY2026 as the final year, as well as strengthen our research and development capabilities and build a foundation for direct sales in the US and Europe, leading to the third medium-term management plan.

Meanwhile, the Company has repeatedly discussed the president's succession plan at the Executive Appointment Meeting. At this meeting, we discussed topics such as the ideal management structure for realizing our long-term vision and the process for selecting a successor to the president, as well as held discussions aiming at selecting human resources suitable to lead the company's sustainable growth with the active involvement of the Outside Directors, who are the main members of this Meeting.

In order to strengthen our management structure as we enter an important phase in our process to become a global company, we have decided to change the Representative Director at the today's Board of Directors Meeting, following deliberations at the Executive Appointment Meeting

2. Change in Directors

Name	New Position	Current Position
Gyo Sagara	Representative Director, Chairman of the Board and Chief Executive Officer	Representative Director, President
Toichi Takino	Representative Director, President and Chief Operating Officer	Director, Senior Executive Officer / Executive Director, Discovery & Research
Toshihiro Tsujinaka	Representative Director, Executive Vice President / Executive Director, Corporate Strategy & Planning / Director, Sustainability Promotion	Director, Senior Executive Officer / Executive Director, Corporate Strategy & Planning / Director, Sustainability Promotion

3. Effective Date

April 1, 2024

4. Curriculum Vitae of New Representative Directors

As shown in the attachment.

Contact:

Ono Pharmaceutical Co., Ltd.

Corporate Communications

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(Attachment)

Curriculum vitae of new Representative Directors:

Name	Toichi Takino	
New position	Representative Director, President and Chief Operating Officer	
Date of Birth	January 14, 1968 (Age: 55 years old)	
Curriculum Vitae	March 1995	Completed doctoral (Ph.D.) program at Graduate School and Faculty of Pharmaceutical Sciences, Kyoto University
	April 1995	Joined the Company
	April 2006	Senior Director, International Business
	March 2007	Senior Director, Business Development
	July 2009	Vice President, ONO PHARMA USA INC.
	June 2011	Corporate Officer
	April 2012	Executive Director, Corporate Development & Strategy
	October 2018	Executive Director, Discovery and Research Division
	April 2019	Executive Director, Discovery & Research (to date)
	June 2019	Corporate Executive Officer
	June 2020	Director, Executive Officer
	June 2021	Director, Senior Executive Officer (to date)

Number of shares owned : 43,900 shares (As of September 30, 2023)

Name	Toshihiro Tsujinaka	
New position	Representative Director, Executive Vice President / Executive Director, Corporate Strategy & Planning / Director, Sustainability Promotion	
Date of Birth	December 18, 1964 (Age: 59 years old)	
Curriculum Vitae	March 1988	Graduated from Faculty of Economics, Wakayama University
	April 1988	Joined the Company
	June 2004	Senior Director, Koshinetsu Branch Sales Division
	November 2007	Senior Director, Sales Operations
	October 2012	Senior Director, Sales Operations
	October 2015	Senior Director, Oncology Planning & Promotion
	April 2016	Division Director, Oncology Business Division
	June 2016	Corporate Officer
	October 2018	Executive Director, Corporate Strategy & Planning (to date)
	June 2019	Corporate Executive Officer
	June 2020	Directors, Executive Officer
	June 2021	Directors, Senior Executive Officer (to date)

Number of shares owned : 28,100 shares (As of September 30, 2023)