

[Translation]

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CORPORATE GOVERNANCE

Sumitomo Pharma Co., Ltd.

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The status of Sumitomo Pharma's corporate governance is described below.

I. Basic Concept on Corporate Governance, Capital Structure, Business Attributes and Other Basic Information

1. Basic Concept

Sumitomo Pharma Co., Ltd. (the "Company") commits itself to continuously pursuing the establishment of a corporate governance system which is highly effective, aiming for the fuller realization of our Corporate Mission and Management Mission.

Corporate Mission

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

Management Mission

- To contribute to healthcare and people's well-being based upon the principles of patient-oriented management and innovative research
- To continuously strive to maximize corporate value through constant business development and to fulfill shareholder expectations
- To create an environment in which employees can fulfill their potential and increase their creativity
- To maintain the trust of society and to contribute to the realization of a better global environment

The Company posts on the website the summary for its basic concept and basic policy titled the "Basic Policy on Corporate Governance" (the "Basic Policy").

https://www.sumitomo-pharma.com/profile/governance/basic_policy.html

Reason for Not Implementing Principles of the Corporate Governance Code

[Applicable Code]

The following is based on the Corporate Governance Code revised in June 2021.

[Principle 4-11 Preconditions to Secure the Effectiveness of the Board of Directors and the Audit & Supervisory Board]

The Company considers that the Audit & Supervisory Board of the Company currently does not have any specific Audit & Supervisory Board Member who qualifies as a person who has

“considerable expertise in finance and accounting” as set forth in the Basic Policy. However, the Company considers that its Audit & Supervisory Board is composed of Audit & Supervisory Board Members who have appropriate experience and capacity as well as necessary knowledge in finance, accounting and legal matters as a whole. The Company continues to seek, as it has so far, an ideal composition of the Audit & Supervisory Board for it to perform expected roles and duties, including the possibility of electing members who have considerable expertise in finance and accounting, mainly through the Nomination and Compensation Committee.

Disclosure Based on Principles of the Corporate Governance Code

[Principle 1-4 Strategic Shareholdings]

- The strategic shareholdings policy is presented under 4-1 of the Basic Policy. In addition to this policy, pursuant to 4-2 of the Basic Policy, the Board of Directors annually evaluates whether it is reasonable to continue respective strategic shareholdings based on points such as the purpose of such shareholdings, as well as the transaction status and unrealized profit and loss thereof. As a result of such evaluation, while the Company had strategic shareholdings in 39 listed companies as of June 2015 when the Corporate Governance Code was introduced, the Company embarked on selling shares that were found not reasonable for continued shareholdings, and the number of listed companies whose shares are held by the Company is 21 as of October 31, 2021.

- The review and decision standards for exercising voting rights for the strategic shareholdings are presented under 4-3 of the Basic Policy. To be specific, it was decided that decisions regarding some proposals such as M&A related proposals and all the proposals at the Shareholders' Meeting held for the first time after any major scandal has occurred should be made with special care.

- If any shareholders who hold the Company's shares for the purpose of strategic shareholdings inform the Company of their intention to sell their shares or take any other similar action, the Company respects their intentions.

<Basic Policy> (excerpt)

- 4-1 The Company shall not hold any shares of other companies except when such shareholding supports the sustainable enhancement of its corporate value, such as establishment or maintenance of corporate alliances and other types of relationships with important business partners and customers.
- 4-2 The Company shall have the Board of Directors evaluate the reasonableness and the economic rationale of respective strategic shareholdings on an annual basis, and when the Board of Directors finds any such shareholdings not reasonable, the Company shall proceed to reduce the relevant shareholdings or sell the relevant shares.
- 4-3 With respect to exercising voting rights for such strategic shareholdings, the Company shall examine 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.

[Principle 1-7 Related Party Transactions]

The outline of procedures for the related party transactions is presented under 3 of the Basic Policy.

<Basic Policy> (excerpt)

- 3 The Board of Directors shall supervise transactions between the Company and any of its Directors, Audit & Supervisory Board Members, major shareholders, etc. (i.e., related party transactions) appropriately in light of the importance of such transactions, and in accordance with the Company's relevant procedures such as the requirement of approval at a meeting of the Board of Directors at which Independent Outside Directors are

present, in order to ensure that such transactions are fair and reasonable from the viewpoint of enhancing the corporate value.

[Supplementary Principle 2-4-1 Ensuring Diversity in the Promotion to Core Human Resources, etc.]

Please refer to “Others” in “3. Efforts to Respect the Positions of Stakeholders” in “III. Status of Implementation of Measures Regarding Shareholders and Other Stakeholders” of this Report.

[Principle 2-6 Roles of Corporate Pension Funds as Asset Owners]

Aiming for the stable operation of the corporate pension plan through the corporate pension fund, the Company has established a basic policy on the operation of pension reserves and established appropriate bodies such as the board of representatives and the asset management committee as stipulated under applicable laws and regulations. In order to secure the effectiveness of the basic policy, a system has been established through which the Company can appropriately keep track of and evaluate the management status of the pension reserves by such measures as appointing an appropriate person who has specialized knowledge regarding reserve fund management as the chair of the committee and seeking advice of outside specialized agencies.

[Principle 3-1 Full Disclosure]

(i) The Corporate Mission and the Management Mission of the Company are presented under “1. Basic Concept” of this Report.

(ii) The basic concept and the basic policy on corporate governance are available on its website as the Basic Policy.

(iii) The Board policies and procedures in determining remuneration of Directors are presented under II-1 [Directors’ Remuneration] of this Report.

(iv) The policies and procedures for the nomination of candidates for, and the dismissal of, the Directors and the Audit & Supervisory Board Members are resolved by the Board of Directors based on the recommendation from the Nomination and Compensation Committee. The candidates for the Directors and the Audit & Supervisory Board Members are nominated by the resolution of the Board of Directors from persons who meet criteria set forth in Exhibit 1 “Nomination Criteria for Candidates for Directors and Audit & Supervisory Board Members” of the Basic Policy, based on the recommendation from the Nomination and Compensation Committee. The candidates for the Audit & Supervisory Board Members are nominated with consent of the Audit & Supervisory Board. The appointment and removal of the Representative Directors, the President and other Directors with special titles are resolved by the Board of Directors based on the recommendation from the Nomination and Compensation Committee.

(v) The reasons for nominating each candidate for the Directors and the Audit & Supervisory Board Members are presented in reference documents for the Shareholders’ Meeting. Explanation will be made if any Director or Audit & Supervisory Board Member is dismissed.

[Supplementary Principle 3-1-3 Initiatives on Sustainability, etc.]

Please refer to “Implementation of Environmental Conservation Activities and CSR Activities, etc.” and “Others” in “3. Efforts to Respect the Positions of Stakeholders” in “III. Status of Implementation of Measures Regarding Shareholders and Other Stakeholders” of this Report.

[Supplementary Principle 4-1-1 Matters Resolved by the Board of Directors and Matters Delegated to the Senior Management]

The matters resolved by the Board of Directors and the matters delegated to the senior management are stipulated in the Regulations of the Board of Directors, Regulations Regarding Electronic Approval, and other relevant internal regulations.

The following matters require a resolution of the Board of Directors: (1) matters stipulated in the laws and ordinances or the Articles of Incorporation; (2) matters delegated at the Shareholders' Meeting for resolution; (3) material business matters; and (4) other matters deemed necessary by the Board of Directors. Status of execution of business operations and material matters among those approved by the President are reported to the Board of Directors.

[Principle 4-9 Independence Criteria and Qualification for Independent Outside Directors]

The independence criteria are presented in Exhibit 3 "Independence Criteria for Outside Directors and Outside Audit & Supervisory Board Members" of the Basic Policy and II-1 [Independent Directors and Independent Audit & Supervisory Board Members] of this Report.

[Supplementary Principle 4-11-1 Views on the Balance of Knowledge, Experience and Abilities, the Diversity and the Size of the Board of Directors as a Whole]

The Knowledge, Experience and Abilities to be Held by the Board of Directors and the Audit & Supervisory Board as a Whole (Skill Sets for Directors and Audit & Supervisory Board Members) which was determined by the Board of Directors, and the Skills Matrix of the current Directors and Audit & Supervisory Board Members are available on the Company's website.

URL: https://www.sumitomo-pharma.com/ir/managerial_policy/governance/

The Company's views on the balance, diversity and size of the Board of Directors as a whole are presented under 7-1 of the Basic Policy.

<Basic Policy> (excerpt)

- 7-1-1 The Board of Directors shall consist of a diverse group of Directors who have various knowledge, experience and abilities based on Exhibit 1 "Nomination Criteria for Candidates for Directors and Audit & Supervisory Board Members" and Exhibit 2 "Knowledge, Experience and Abilities to be Held by the Board of Directors and the Audit & Supervisory Board as a Whole."
- 7-1-2 The Board of Directors shall have an appropriate number of Directors to ensure that the Board of Directors performs its functions effectively and efficiently. One third (1/3) or more of the Directors shall be Independent Outside Directors.
- 7-1-3 One (1) or more of the Independent Outside Directors shall be persons who have experience in management at other companies.
- 7-1-4 The Independent Outside Directors shall be persons who meet the independence requirements for outside directors set forth by financial instruments exchanges, and Exhibit 3 "Independence Criteria for Outside Directors and Outside Audit & Supervisory Board Members."

[Supplementary Principle 4-11-2 Status of the Positions Concurrently Held by Directors and Audit & Supervisory Board Members as Officers at Other Listed Companies]

The status of the positions concurrently held by Outside Directors and Outside Audit & Supervisory Board Members at other companies and organizations are described in reference documents for the Shareholders' Meeting and II-1 [Directors] and [Audit & Supervisory Board Members] of this Report. None of the Directors and Audit & Supervisory Board Members (other than Outside Directors and Outside Audit & Supervisory Board Members) concurrently holds positions as officers at other listed companies.

[Supplementary Principle 4-11-3 Evaluation of the Effectiveness of the Board of Directors]

The Company has evaluated the effectiveness of the Board of Directors annually since FY2015. In FY2018, the Company utilized external evaluation by outside legal counsel. In FY2020, the

Company evaluated the effectiveness of the Board of Directors after revising topics of the questionnaire.

1) Purpose and method 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 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 FY2020, the Company conducted a questionnaire on all the Directors and Audit & Supervisory Board Members during the period from February 2021 to March 2021. Based on the results of analysis of the answers to the questionnaire, opinions were exchanged at the meeting of the Board of Directors held in May of 2021.

2) Topics to be considered

The major topics of the questionnaire for FY2020 were as follows ((13) was added.):

- (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 of Independent Outside Directors;
- (7) Roles of Audit & Supervisory Board Members and the expectations for the Audit & Supervisory Board Members;
- (8) Relationship with stakeholders;
- (9) Related party transactions;
- (10) Strategic shareholdings;
- (11) Training; and
- (12) Improvements from the previous fiscal year.
- (13) Method of holding the meeting of the Board of Directors

3) Evaluation results

Based on the report of the answers to the questionnaire (quantitative evaluation by four grade scales and the entry of opinions in free space) and analysis thereof (such as the comparative analysis of the numerical values of the evaluation results for each topic for FY2020 and those in the past), all the Directors and Audit & Supervisory Board Members exchanged opinions at the meeting of the Board of Directors in May of 2021. 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 FY2020 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 handling of the agenda identified in FY2019.

4) Major matters to be addressed in FY2021

The following agendas have been identified as major matters to be addressed in FY2021 as a result of the evaluation of the effectiveness of the Board of Directors for FY2020:

- Further enhancement of discussions for risk management;
- Provision of the appropriate number of agenda items and appropriate time for deliberation;
and
- Enhancement of training.

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

[Supplementary Principle 4-14-2 Policies for the Training for Directors and Audit & Supervisory Board Members]

The Company's policies for the training for Directors and Audit & Supervisory Board Members are presented under 11 of the Basic Policy.

<Basic Policy> (excerpt)

11-1 The Company shall provide opportunities for newly elected Directors and Audit & Supervisory Board Members to deepen their understanding of the Corporate Mission and the Management Mission of the Company, to obtain the necessary knowledge regarding the Company's business such as corporate strategies, finance and organizations, and to fully understand the roles and responsibilities that they are required to fulfill.

11-2 The Company shall continuously provide and arrange training opportunities that suit each of the Directors and Audit & Supervisory Board Members so that they can obtain and renew the knowledge necessary for performing their respective duties. The Company shall bear the expenses incurred for training opportunities.

11-3 The Company shall report and assess the implementation status of the training provided to the Directors and Audit & Supervisory Board Members at a meeting of the Board of Directors on an annual basis.

[Principle 5-1 Policies for Constructive Dialogues with Shareholders]

The Company's policies and system for promoting constructive dialogues with shareholders are described in Exhibit 4 "Basic Policy for Promoting Constructive Dialogues with Shareholders, Investors, etc." of the Basic Policy.

The Company has made efforts to disclose information in a timely, appropriate and fair manner pursuant to the Information Disclosure Code. The Company has appropriately managed insider information pursuant to the Rules on the Management of Internal Information.

2. Capital Structure

Percentage of Shares Held by Foreign Shareholders: 10% or more and less than 20%

[Major Shareholders]

Name	Number of Shares Held (Share)	Ratio (%)
Sumitomo Chemical Co., Ltd.	205,634,000	51.76
The Master Trust Bank of Japan, Ltd. (Trust account)	31,715,000	7.98
Inabata & Co., Ltd.	16,782,000	4.22
Custody Bank of Japan, Ltd. (Trust account)	12,828,500	3.23
Nippon Life Insurance Company	7,581,756	1.91
SMBC Trust Bank Ltd. (Trust account for Sumitomo Mitsui Banking Corporation's retirement benefits)	7,000,000	1.76
Sumitomo Life Insurance Company	5,776,000	1.45
Custody Bank of Japan, Ltd. (Trust account 7)	4,145,100	1.04
Sumitomo Dainippon Pharma Employee Shareholders' Association	2,934,839	0.74
Aioi Nissay Dowa Insurance Co., Ltd.	2,661,430	0.66

Existence of a Parent Company

Sumitomo Chemical Co., Ltd. (Listed on the Tokyo Stock Exchange) (Code: 4005)

Supplementary Information Related to the Relevant Item

- 1) The 7,000,000 shares of the Company, which are held by SMBC Trust Bank Ltd. (Trust account for Sumitomo Mitsui Banking Corporation's retirement benefits) and which were contributed by Sumitomo Mitsui Banking Corporation, were placed in a retirement benefit trust account. After deducting the aforementioned shares that were contributed, Sumitomo Mitsui Banking Corporation holds 1,125,000 shares of the Company (shareholding ratio: 0.28%).
- 2) The shareholding ratios were calculated after deducting the treasury stocks (606,255 shares).

3. Business Attributes

Stock exchange and section	Tokyo 1st Section
End of fiscal year	End of March
Line of business	Pharmaceuticals
Number of employees (consolidated)	1,000 or more
Sales (consolidated)	¥100 billion or more and less than ¥1,000 billion
Number of consolidated subsidiaries	50 or more and less than 100

4. Guidelines for Measures to Protect Minority Shareholders When Transacting with Controlling Shareholders, etc.

Sumitomo Chemical Co., Ltd. is the parent company holding 51.78% (as of March 31, 2021) of the voting rights of the Company.

In the case where the Company conducts 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 from the viewpoint of enhancing the corporate value of the Company. With respect to the Company's significant transactions, etc. with its parent company or any subsidiary of the parent company (excluding the Company and its subsidiaries) (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. It is set forth in the Basic Policy that the Board of Directors shall respect recommendations from the Supervisory Committee for Conflict of Interests in Transactions between Group Companies.

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. In addition, the Company has made a short-term loan to the parent company. The Company has set the relevant terms and conditions for the loan so that the interests of the Company will not be harmed. For example, a reasonable rate for the interest rate was set while taking the market interest rate into account.

5. Other Particular Conditions That May Materially Affect Corporate Governance

Sumitomo Chemical Co., Ltd. is the parent company of the Company. However, the Company secures a certain level of independence from the parent company, and engages in business activities based on its own management judgments without any restrictions from the parent company (such as prior approval by the parent company).

II. Corporate Governance System of Management Organization, etc. for Managerial Decision-Making, Execution and Supervision

1. Matters Related to Organizational Structure and Operations, etc.

Organizational Form: Company with Audit & Supervisory Board Members

[Directors]

Number of Directors Stipulated in the Articles of Incorporation (maximum number)	The maximum number is not stipulated (three (3) or more Directors).
Term of Office for Directors Stipulated in the Articles of Incorporation	1 year (expire at the conclusion of the Annual Shareholders' Meeting held for the last business year that ends within one (1) year from their election).
Chairperson of the Board of Directors	Chairman
Number of Directors	9
Election of Outside Directors	Elected
Number of Outside Directors	4
Number of Outside Directors Designated as Independent Directors	4

Relationship with the Company (1)

Name	Attribution	Relationship with the Company										
		a	b	c	d	e	f	g	h	i	j	k
Yutaka Atomi	Academic								x*		x*	
Saeko Arai	From another company											
Nobuhiro Endo	From another company								x*			
Minoru Usui	From another company											

(*The item h was applicable to the status of Dr. Atomi and Mr. Endo in the past. The item j was applicable to the status of Dr. Atomi in the past.)

- a. A person executing the business operations at the Company or its subsidiary
- b. A person executing the business operations at the Company's parent company or a non-executive director of the Company's parent company
- c. A person executing the business operations at a fellow subsidiary of the Company
- d. A person (or its person executing the business operations) who engages in business transaction with the Company as its major business partner
- e. A person (or its person executing the business operations) who is a major business partner of the Company
- f. A consultant or an accounting or legal professional who receives a large amount of monetary considerations or other properties (other than remuneration for officers) from the Company
- g. A major shareholder (or its person executing the business operations, if such shareholder is a corporation) of the Company
- h. A person executing the business operations at a business partner of the Company (other than those to which item d, e or f applies) (this applies to such individual only)
- i. A person executing the business operations at an entity which has an outside director or an outside audit & supervisory board member from the Company (this applies to such individual only)
- j. A person executing the business operations at an entity to which the Company makes donations (this applies to such individual only)
- k. Others

Relationship with the Company (2)

Name	Supplementary Information Related to the Applicable Item	Reason for Election as Outside Director
Yutaka Atomi	<p>Independent Director</p> <p>Dr. Atomi serves as the president emeritus of Kyorin University, with which the Company has had transactions such as commission of work related to clinical trials and to which the Company has made donations. However, the annual amounts of such transactions and donations are respectively less than the amounts specified in the Independence Criteria stipulated by the Company.</p>	<p>Dr. Atomi has extensive experience and expertise as a medical doctor. 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 Company's group consisting of the Company and its subsidiaries (the "Group") and increase of its corporate value using his experience and expertise, while supervising the management from an independent and objective standpoint as an Outside Director.</p> <p>As the Company has determined that he meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, he has been designated as an Independent Director.</p>

Saeko Arai	Independent Director None.	Ms. Arai has extensive experience as a corporate executive, having engaged in 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. As the Company has determined that she meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, she has been designated as an Independent Director.
Nobuhiro Endo	Independent Director Mr. Endo is the chairman of the board of NEC Corporation, and the Company has transactions with NEC for services regarding system development, maintenance and operation, among others. However, the annual amount of such transactions is less than the amount specified in the Independence Criteria stipulated by the Company.	Mr. 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. As the Company has determined that he meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, he has been designated as an Independent Director.
Minoru Usui	Independent Director None.	Mr. 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.

		As the Company has determined that he meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, he has been designated as an Independent Director.
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Existence of an Optional Committee Comparable to the Nomination Committee or Remuneration Committee	Yes
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Status of the Optional Committee, Members of the Committee and Attribution of the Committee Chair (Chairperson)	Total Number of Members: 6 - Number of Inside Directors: 2 - Number of Outside Directors: 4 Committee Chair (Chairperson): Outside Director
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Supplementary Information

The Company has the Nomination and Compensation Committee 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 the Directors and the Audit & Supervisory Board Members, and decisions on the remuneration of the Directors. The Nomination and Compensation Committee consists of the following six members, the majority (four members) of which being Independent Outside Directors, and the chairperson being appointed from the Independent Outside Directors, placing importance on the independence of the Nomination and Compensation Committee. It is set forth in the Basic Policy that the Board of Directors shall respect recommendations from the Nomination and Compensation Committee.

(Composition of the Nomination and Compensation Committee)

Chairperson: Yutaka Atomi (Outside Director)
Member: Saeko Arai (Outside Director)
Nobuhiro Endo (Outside Director)
Minoru Usui (Outside Director)
Masayo Tada (Member, Board of Directors and Chairman)
Hiroshi Nomura (Representative Director and President)

In FY2020, the Nomination and Compensation Committee held 10 meetings and deliberated various matters including candidates for Directors and Audit & Supervisory Board Members, Representative Directors and Directors with special titles, a proposal for the Shareholders' Meeting regarding remuneration for Directors, the policy for determining remuneration for Directors, individual remuneration for respective Directors, as well as candidates for Executive Officers. The attendance rate of the members was 97.5%.

[Audit & Supervisory Board Members]

Existence of the Audit & Supervisory Board	Yes
Number of Audit & Supervisory Board Members Stipulated in the Articles of Incorporation (maximum number)	The maximum number is not stipulated. (three (3) or more Audit & Supervisory Board Members).
Number of Audit & Supervisory Board Members	5

Cooperation among the Audit & Supervisory Board, Accounting Auditor and Internal Auditing Department

The Audit & Supervisory Board Members cooperate and collaborate closely with the Internal Auditing department by holding a meeting once a month, in principle, among others, to hear reports on the audit system, the audit plans and the audit implementation status as well as to exchange opinions. In addition, the Audit & Supervisory Board Members and the Audit & Supervisory Board actively set up opportunities for the exchange of information and opinions with the Accounting Auditor, such as holding regular meetings at the beginning of the fiscal year and the closing of the quarterly accounting period and other meetings as necessary.

Election of Outside Audit & Supervisory Board Members	Elected
Number of Outside Audit & Supervisory Board	3
Number of Outside Audit & Supervisory Board Members Designated as Independent Audit & Supervisory Board Members	2

Relationship with the Company (1)

Name	Attribution	Relationship with the Company												
		a	b	c	d	e	f	g	h	i	j	k	l	m
Junsuke Fujii	From another company							x*						
Yoshio Iteya	Attorney at Law										x*			
Mayumi Mochizuki	Academic										x*		x*	

(*The item g was applicable to the status of Mr. Fujii in the past. The item j is applicable to the current status of Mr. Iteya, and was applicable to the status of Ms. Mochizuki in the past. The item l was applicable to the status of Ms. Mochizuki in the past.)

- a. A person executing the business operations at the Company or its subsidiary
- b. A non-executive director or accounting advisor of the Company or its subsidiary
- c. A person executing the business operations at the Company's parent company or who is a non-executive director of the Company's parent company
- d. An audit & supervisory board member of the Company's parent company
- e. A person executing the business operations at a fellow subsidiary of the Company
- f. A person (or its person executing the business operations) who engage in business transactions with the Company as a major business partner
- g. A person (or its person executing the business operations) who is a major business partner of the Company
- h. A consultant, accounting or legal professional who receives a large amount of monetary considerations or other properties (other than remuneration for officers) from the Company
- i. A major shareholder (or its person executing the business operations, if such shareholder is a corporation) of the Company
- j. A person executing the business operations at a business partner of the Company (other than those to which item f, g or h applies) (this applies to such individual only)
- k. A person executing the business operations at an entity who has an outside director or an outside audit & supervisory board member from the Company (this applies to such individual only)
- l. A person executing the business operations at an entity to which the Company makes donations (this applies to such individual only)
- m. Others

Relationship with the Company (2)

Name	Supplementary Information Related to the Applicable Item	Reason for Election as Outside Audit & Supervisory Board Member
Junsuke Fujii	<p>Independent Audit & Supervisory Board Member</p> <p>Mr. Fujii served as a director of Sumitomo Mitsui Banking Corporation which is the Company's main bank, but he retired from the office of the director in June 2011.</p>	<p>Mr. Fujii 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 major commercial bank and a company providing consulting and other related services. 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 knowledge and experience.</p> <p>As the Company has determined that he meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, he has been designated as an Independent Audit & Supervisory Board Member.</p>
Yoshio Iteya	<p>None.</p> <p>Mr. Iteya serves as a partner at Anderson Mori & Tomotsune, and the Company receives from other attorneys at the same firm legal advice and support as needed. However, the annual amount of such transactions is less than the amount specified in the Independence Criteria stipulated by the Company.</p>	<p>Mr. 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 Company using his experience and expertise.</p>
Mayumi Mochizuki	<p>Independent Audit & Supervisory Board Member</p> <p>Ms. Mochizuki serves as a professor emeritus at Keio University, with which the Company has had transactions such as joint research and to which the Company has made donations. However, the annual amounts of such transactions and donations are respectively less than the amounts specified in the Independence Criteria stipulated by the Company.</p>	<p>Ms. Mochizuki has extensive experience and expertise as a pharmacologist. 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.</p> <p>As the Company has determined that she meets the Independence Criteria stipulated by the Company and is unlikely to have conflicts of interest with general shareholders, she has been designated as an Independent Audit & Supervisory Board Member.</p>

[Independent Directors and Independent Audit & Supervisory Board Members]

Number of Independent Directors and Independent Audit & Supervisory Board Members	6
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Other matters related to Independent Directors and Independent Audit & Supervisory Board Members: The Company has defined the Independence Criteria for Outside Directors and Outside Audit & Supervisory Board Members as described below, and considers Outside Directors and Outside Audit & Supervisory Board Members who meet such criteria to be independent.

<Independence Criteria for Outside Directors and Outside Audit & Supervisory Board Members>

The Company considers persons who do not fall under any of the following to be independent; provided, however, that this does not preclude the Company from making judgment that such persons who meet these independence criteria are virtually not independent given specific circumstances:

- (1) Persons who have the Company as their major business partner (meaning persons who received payments from the Company for products or services in an amount that exceeds, in any of their last three (3) fiscal years, two percent (2%) of their consolidated annual revenue or consolidated annual net sales), or persons executing the business operations thereof (meaning an "Executive" as defined in Article 2, paragraph 3, item (vi) of the Ordinance for Enforcement of the Companies Act; the same shall apply hereinafter in these independence criteria);
- (2) Persons who are the Company's major business partners (meaning persons who made payments to the Company for products or services in an amount that exceeds, in any of the Company's last three (3) fiscal years, two percent (2%) of the Company's consolidated annual revenue), or persons executing the business operations thereof;
- (3) Consultants, accounting or legal professionals who received from the Company monetary consideration or other properties of ten (10) million yen or more, except for the remuneration of the Directors or the Audit & Supervisory Board Members, in any of their last three (3) fiscal years (or those persons who belong to corporations, associations or any other entity, which received from the Company monetary consideration or other properties of one hundred (100) million yen or more in any of their last three (3) fiscal years);
- (4) Persons who received from the Company any donation or grant of ten (10) million yen or more in any of their last three (3) fiscal years (or those persons who belong to corporations, associations or any other entity, which received from the Company any donation or grant of one hundred (100) million yen or more in any of their last three (3) fiscal years);
- (5) Persons who fall under either of (i) and (ii) below in any of the past ten (10) years;
 - (i) Persons executing the business operations of the parent company of the Company (including directors who are not persons executing the business operations, and including audit & supervisory board members in cases where it must be determined whether Outside Audit & Supervisory Board Members meet these independence criteria); or
 - (ii) Persons executing the business operations of any subsidiary of the parent company of the Company (excluding the Company and its subsidiaries; the same shall apply hereinafter); or
- (6) Close relatives (Note 1) of persons who fall under any of (i) to (iii) below (excluding persons other than persons with important positions (Note 2));
 - (i) Persons who fall under any of (1) to (5) above;
 - (ii) Persons executing the business operations of any subsidiary of the Company (including directors who are not persons executing the business operations in cases where it must be determined whether Outside Audit & Supervisory Board Members meet these independence criteria), persons executing the business operations of the parent company of the Company (including directors who are not persons executing the business operations, and including audit & supervisory board members in cases where it must be determined whether Outside Audit & Supervisory Board Members meet these independence criteria), or persons executing the business operations of any subsidiary of the parent company; or

(iii) Persons who were persons executing the business operations of the Company or any subsidiary of the Company in any of the past three (3) years (including directors who are not persons executing the business operations in cases where it must be determined whether Outside Audit & Supervisory Board Members meet these independence criteria).

(Note 1) Close relatives mean the spouse and relatives within the second degree of kinship.

(Note 2) Persons with important positions mean the directors (excluding outside directors), executive officers, department leaders, certified public accountants who belong to audit corporations or accounting firms, lawyers who belong to law firms and any other person who is objectively and reasonably found to have a similar importance.

[Incentives]

Status of Implementation of Measures to Offer Incentives to Directors	Introduction of performance-linked remuneration system
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Supplementary Information Related to the Relevant Item

Please see the section titled “Disclosed Details of the Policy for Determining the Remuneration Amount and the Calculation Method” below.

[Directors’ Remuneration]

Disclosure Status (of Remuneration for Individual Directors)	Not individually disclosed except for one Director
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Supplementary Information Related to the Relevant Item

The Company has disclosed the total amount of remuneration and the like, the total amount of remuneration and the like by type, and the number of officers concerned, according to the category of officers, in the business report and the annual securities report.

The Company has disclosed remuneration of one Director in the annual securities report pursuant to applicable laws and regulations.

Existence of a Policy for Determining the Remuneration Amount and the Calculation Method	Yes
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Disclosed Details of the Policy for Determining the Remuneration Amount and the Calculation Method

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. The Directors contribute a certain ratio of their base remuneration every month to the Sumitomo Pharma Officers Shareholders’ Association to acquire shares of the Company. The Directors continue to hold the shares they acquire 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. The performance-linked remuneration (bonuses) is calculated by the method described in (2) below, and the ratio of such remuneration is approximately 10% of the total of remuneration and the like.

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 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 based on the degree of achievement of targets, using the "core operating profit," which was set as a profit indicator showing recurring profitability of a company within the Group and serves as an original performance management indicator. 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). The "core operating profit" forecast publicized in the announcement of the consolidated financial results for FY2019 (33 billion yen) was used as a target, and the result of FY2020 was 69.6 billion yen.

(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 Hiroshi Nomura, 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 FY2020, 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.

[Support System for Outside Directors (Outside Audit & Supervisory Board Members)]

The Corporate Governance department provides support for the Outside Directors and Outside Audit & Supervisory Board Members.

The secretariat of the Board of Directors provides explanations to the Outside Directors in advance, on matters to be submitted to the Board of Directors.

Also, the Company has assigned a full-time staff member who assists the Audit & Supervisory Board Members including the Outside Audit & Supervisory Board Members for performing their audit duties effectively and efficiently. The staff plays a role as the secretariat of the Audit & Supervisory Board, engages in matters specially assigned by the Audit & Supervisory Board Members, and provides the Outside Audit & Supervisory Board Members with relevant information necessary for performing their duties effectively and efficiently.

[Status of Persons Who Retired from the Office of the Representative Director and President, etc.]

Name and Other Information of the Senior Advisor, Advisor, etc. Who Are the Former Representative Director and President, etc.: -

Total Number of the Senior Advisor, Advisor, etc. Who Are the Former Representative Director and President, etc.: Zero

Other Matters:

The Company has advisory systems such as the Senior Executive Advisors and Corporate Executive Advisors, but currently there is no person who serves as Senior Executive Advisor or Corporate Executive Advisor after having retired from the office of the Representative Director and President or the like.

2. Matters Related to Functions of Execution of Business Operations, Audits and Supervision, Nomination, and Decisions on Remuneration, etc. (Outline of the Current Corporate Governance System)

The Company has adopted an executive officer system under the Board of Directors to separate management supervision from business execution.

The Board of Directors consists of nine members (including one female Director), including four Independent Outside Directors (the chairperson: Chairman). The Board of Directors holds a meeting once a month, in principle, and resolves and reports on material business matters (21 meetings were held in FY2020: The attendance rate of the Outside Directors was 100%).

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 (13 meetings were held in FY2020: The attendance rate of the Outside Audit & Supervisory Board Members was 100%).

Meetings of the Nomination and Compensation Committee, which is a consultative body to the Board of Directors, are held as necessary to review matters such as those related to the nomination of the candidates for the Directors and Audit & Supervisory Board Members and the remuneration of the Directors, and the Nomination and Compensation Committee provides the recommendations to the Board of Directors. The Nomination and Compensation Committee consists of six members, the majority (four members) of which being Independent Outside Directors, and the chairperson being appointed from the Independent Outside Directors.

The Company has set up the Supervisory Committee for Conflict of Interests in Transactions between Group Companies as a consultative body to the Board of Directors in order to ensure that the Company's significant transactions, etc. with the Parent Company's Group are fair and reasonable and help protect the interest of minority shareholders of the Company. The meetings are held as necessary. The Supervisory Committee for Conflict of Interests in Transactions between Group Companies consists of all the Independent Outside Directors, and the chairperson is appointed from among the members by mutual vote of the members (Two meetings were held in FY2020: The attendance rate of the members was 100%).

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.

In addition, 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.

The Audit & Supervisory Board consists of five members, including three Outside 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, 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.

Accounting audits are conducted by KPMG AZSA LLC, under the audit agreement. The certified public accountants who engaged in the accounting audits for FY2020 are Mr. Daisuke Harada, Mr. Hiroyuki Matano and Mr. Masato Tateishi. Mr. Daisuke Harada has been in charge of audit of the Company for three years, Mr. Hiroyuki Matano for one year, and Mr. Masato Tateishi for three years, respectively. A total of 29 persons, including, in addition to the above three certified public accountants, eight certified public accountants and 18 accountants who work as assistants, engage in audit work.

The Company has established the Internal Auditing department, which reports directly to the Representative Director, President and CEO of the Company (10 persons as of March 31, 2021). 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.

Pursuant to Paragraph 1 of Article 427 of the Companies Act, the Company has entered an agreement regarding liability for damages (the “Limited Liability Agreement”) with the four Outside Directors and the three Outside Audit & Supervisory Board Members to limit their liability for damages under circumstances where they acted in good faith and were not grossly negligent in performing their respective duties. The Limited Liability Agreement provides for a total maximum liability of 10 million yen or any amount stipulated by the relevant laws and regulations, whichever is higher.

Reason for Selecting the Current Corporate Governance System

The Company has elected the organizational structure of a “Company with an Audit & Supervisory Board” and has appointed Independent Outside Directors 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 Independent Outside Directors strive to fulfill their expected roles in decision making at the meeting of the Board of Directors and supervision of conflicts of interest and other matters. The Independent Outside Directors strive to collect information necessary to perform their duties effectively and efficiently through efforts such as attending important meetings at the Company,

including meetings of the Board of Directors, and appropriately cooperating and collaborating with the Audit & Supervisory Board Members. The Outside Directors appropriately cooperate and collaborate with the other Outside Directors, the Outside Audit & Supervisory Board Members, the Accounting Auditor and the Internal Auditing department, as necessary.

III. Status of Implementation of Measures Regarding Shareholders and Other Stakeholders

1. Efforts to Vitalize the Shareholders' Meeting and Facilitate the Exercise of Voting Rights

	Supplementary explanation
Early Sending of the Notice of Convocation of the Shareholders' Meeting	The Company sends the notice approximately one week earlier than the statutory time limit, which is two weeks prior to the date of the Shareholder's Meeting. Date of the Most Recent Shareholders' Meeting: June 24, 2021 Date of Sending the Notice of Convocation: May 31, 2021 Date of Posting the Notice of Convocation on the Company's website: May 26, 2021
Setting the Date for the Shareholders' Meeting Avoiding the Day on Which Shareholders' Meetings Are Expected to be Most Concentrated	The Company schedules the Shareholder's Meeting to avoid the date on which shareholders' meetings are expected to be most concentrated.
Exercise of Voting Rights by Electromagnetic Means	Since the Annual Shareholders' Meeting held in 2009, the Company has adopted electromagnetic means as methods to exercise voting rights.
Participation in the Electronic Voting Platform and Other Efforts to Improve the Environment for Exercise of Voting Rights by Institutional Investors	Since the Annual Shareholders' Meeting held in 2009, the Company has participated in the electronic voting platform operated by ICJ Inc.
Provision of the Notice of Convocation (or Its Summary) in English	The Company posts an English translation of the notice of convocation on the Company's website together with the Japanese version five days prior to the day on which the notice is sent.
Others	The Company has made sincere efforts to vitalize the Shareholders' Meeting, such as providing video presentations and narration of the business report and other reports during the meeting. Details of the results of resolutions on proposals at the Shareholders' Meeting are submitted in an extraordinary report and posted on the Company's website.

2. Status of Investor Relations Activities

	Supplementary explanation	Explanation by the Representative
Preparation and Publication of the Disclosure Policy	The Company has prescribed its Basic Stance on Information Disclosure (disclosure policy) in the Information	-

	Disclosure Code, which has been posted on the Company's website. URL: https://www.sumitomo-pharma.com/ir/d_policy/	
Holding Regular Meetings for Individual Investors	The Company held meetings for individual investors every year (seven meetings in FY2019), but due to the COVID-19 pandemic, the Company held an online meeting one time in FY2020.	Available
Holding Regular Meetings for Analysts and Institutional Investors	The Company held biannual meetings, each following the close of the six-month and full-year operation periods, where the Company presented the financial results and R&D status updates, among others. At the time of the announcement of the first and third quarter financial results, the Company held conference calls. The Company also held the ESG (environmental, social and governance) Meeting (for opinion exchange) and a meeting for introducing the businesses of Sumitovant Biopharma, Ltd., which is a subsidiary of the Company, in FY2020.	Available
Holding Regular Meetings for Foreign Investors	The Company undertakes regular visits to foreign shareholders, but due to the COVID-19 pandemic, the Company held online meetings in FY2020. The Company also dubs the meetings and conference calls held in Japan into English (including the Q&As) and makes them available on its website. The Company also takes part in small meetings arranged by securities firms in Japan for foreign investors.	Available
Posting of IR Materials on the Company's Website	The Company posts financial results summaries and supplementary materials, materials from investor meetings (including video and audio streaming and transcripts), press releases, Integrated Reports, Fact Books, notices of convocation for the Shareholders' Meeting, and notices of resolutions among others. URL: https://www.sumitomo-pharma.com/ir/index.html	-
Establishment of Investor Relations Department (Responsible Person)	The Public & Investor Relations Group of Corporate Communications is in charge.	-

3. Efforts to Respect the Positions of Stakeholders

	Supplementary explanation
Establishment of Provisions in the Internal Regulations, etc. Relating Respect for the Positions of the Stakeholders	<p>The Management Mission of the Company prescribes as follows:</p> <ul style="list-style-type: none"> - To contribute to healthcare and people’s well-being based upon the principles of patient-oriented management and innovative research - To continuously strive to maximize corporate value through constant business development and to fulfill shareholder expectations - To create an environment in which employees can fulfill their potential and increase their creativity - To maintain the trust of society and to contribute to the realization of a better global environment
Implementation of Environmental Conservation Activities and CSR Activities, etc.	<p>The Company considers the pursuit of its Corporate Mission as “CSR-Based Management.” In promoting this CSR-based management, the Company has determined its material issues (materiality) which also include issues of sustainability (sustainability over the mid to long term, including ESG factors) and aims to solve social issues and enhance its corporate value through the creation of innovative pharmaceuticals and medical solutions. The Company considers that the promotion of CSR-based management can also contribute to the achievement of SDGs (Sustainable Development Goals). With respect to issues related to sustainability, such as the environment, human rights and health of employees, the status of implementation of measures regarding such issues is regularly reported to the Board of Directors, and active discussions take place from the perspective of enhancing corporate value over the mid to long term.</p> <p>In particular, as environmental conservation activities, the Company has formulated the long-term environmental plan and targets for FY2030. In May 2021, the Company revised the Basic Environmental Policies and has set a new target to strive for zero-emission of greenhouse gases (GHG) associated with its business activities by FY2050. In November 2021, the Company expressed its support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).</p> <p>Information regarding specific examples of measures taken regarding material issues and issues related to sustainability is available in the Integrated Report issued every year as well as on the Company’s website (CSR site).</p> <p>URL: (Integrated Report) https://www.sumitomo-pharma.com/ir/library/annual/ (CSR site) https://www.sumitomo-pharma.com/csr/</p>
Establishment of Policy Concerning Information Provision to Stakeholders, etc.	<p>The Company has prescribed its Basic Stance on Information Disclosure in the Information Disclosure Code as described below: “In accordance with the policy stated in our Declaration of Conduct, we at Sumitomo Pharma proactively disclose information to the public and, under the recognition</p>

	<p>of the importance of transparency in earning society's trust, we work to disclose our corporate information in a timely, appropriate, and fair manner to our stakeholders." In addition, the Company has prescribed such matters as standards and procedures for disclosing information and handling of important information in the Information Disclosure Code, and has posted these on its website as the Stance on Information Disclosure.</p> <p>URL: https://www.sumitomo-pharma.com/ir/d_policy/</p>
Others	<p><<Ensuring Diversity in the Company and Ensuring Diversity in the Promotion to Core Human Resources, etc.>></p> <p>The Company believes that in order to achieve the Corporate Mission it is essential that respective employees make the most of their abilities without regard to their attributes such as gender and nationality. Therefore, the Company proactively supports the growth of its employees and is committed to develop an environment where they can fully display their abilities. Information regarding specific measures and the status of implementation is available in the Integrated Report issued every year as well as on the Company's website.</p> <p>URL: (Integrated Report) https://www.sumitomo-pharma.com/ir/library/annual/ (Website) https://www.sumitomo-pharma.com/csr/with_employee/education.html</p> <p>With respect to support for the active participation by women, the Company considers that achieving a ratio of men and women among its management positions equal to the ratio among its employees serves as one yardstick. The Company aims to increase the numbers of female employees who continue to work through life events such as marriage and childbirth and of female employees who are promoted to management positions. The percentage of women in management positions is steadily rising. The Company has achieved its target to increase the percentage of women in management positions to 10% by December 2020, ahead of schedule, in April 2019. In April 2021, such percentage was 14.6%. Since January 2021, the Company has maintained such percentage at 10% or higher, and continues to foster female employees to serve in management positions through various opportunities such as seminars for training female leaders, in an effort to achieve the percentage of women serving as executive employees who will be candidates for management positions at 15% or higher by March 2023. At the same time, the Company has a target for the percentage of male employees who take childcare leave at 100%, and aims to create an environment which further supports respective employees to successfully balance their work and life.</p> <p>The Company strives to gain personnel with high capacity and diverse experience without regard to their attributes such as gender and nationality, and is proactively conducting mid-career recruitment in accordance with the needs from</p>

	<p>relevant departments. In addition, the Company introduced the Professional Human Resources System in FY2016, and has designated, among executive employees, those who deliver excellent results based on their capacity in organization management as PMs (Professional Managers: the management position/management professionals), and those who create value based on their high level of expertise as PCs (Professional Contributors: professionals of respective duties). In designating the titles of PMs and PCs, the Company considers that the most important factor is that relevant employees have the level of abilities and expertise that is appropriate as professionals. Therefore, the Company does not have any fixed targets for the percentages of foreign nationals and persons employed in mid-career, in management positions. As of April 2021, in management positions, the percentage of foreign nationals was 0.3% and the percentage of the mid-career hired employees was 12.9%.</p> <p>The Company operates an extensive system that surpasses the statutory requirements as necessary, in terms of length of terms that the employees may obtain as childcare leave and family care leave, as well as various shorter work-hour systems which have been enhanced. The Company has also introduced the following various systems to support employees to successfully balance their work and life beyond their work without regard to gender and to provide an environment where the use of such systems will not be affected by the status of their family life:</p> <ul style="list-style-type: none"> - MR region selecting system under which MRs are transferred upon their marriage to enable them to live with their spouse, or the region in which they work is limited during the child-caring period (started in April 2016) - Work-at-home system that employees can use without restriction on reason for use and location of work (started in October 2017) - Same-sex partnership system, which provides equal treatment for same-sex partners and spouses (started in April 2020) - Increase in the number of days (from five to 10 days) that are not deducted in the calculation of both salaries and bonuses for all employees who take childcare leave (started in April 2021) <p>As a result of such efforts, the Company received the following certifications:</p> <ul style="list-style-type: none"> - a 3-star “Eruboshi” (highest rank) for the excellent status of implementation of its efforts, etc. in encouraging participation and career advancement of women - “Platinum Kurumin” for the excellence of its efforts to promote support for child rearing - “Gold” in the PRIDE Index for its efforts for LGBTQ <p><<Investment in Human Capital>></p>
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	<p>While cultivating a corporate culture where each employee independently works on developing their own abilities, the Company proactively supports the growth of employees and is committed to develop an environment where they can fully display their abilities. Such efforts include a career grade-specific training program for future leaders and a training program to enhance English proficiency aiming to foster global human resources.</p> <p>Information regarding specific measures and the status of implementation is available in the Integrated Report issued every year as well as on the Company's website.</p> <p>URL: (Integrated Report)</p> <p>https://www.sumitomo-pharma.com/ir/library/annual/ (Website)</p> <p>https://www.sumitomo-pharma.com/csr/with_employee/education.html</p> <p><<Investment in Intellectual Property>></p> <p>The Company proactively invests profits gained from business activities in R&D with a target R&D expenses-to-revenue ratio of up to 20%. The Company is acquiring rights to inventions, etc. created in R&D activities in a proactive and strategic manner and is securing competitive advantage for its business.</p> <p>Information regarding specific R&D expenses and their transition as well as activities regarding intellectual property rights is available in the Integrated Report issued every year as well as on the Company's website.</p> <p>URL: (Integrated Report (Financial and Non-Financial Highlights))</p> <p>https://www.sumitomo-pharma.com/ir/library/annual/ (Website)</p> <p>https://www.sumitomo-pharma.com/csr/innovative_medicines_medical_solutions/intellectual_property.html</p>
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IV. Basic Concept on the Internal Control System and the Status of Development Thereof

1. Basic Concept on the Internal Control System and the Status of Development Thereof

The Company passed a resolution for and has been implementing the basic policy for establishment of a system to ensure the appropriateness of the business operations.

1. System to Ensure Compliance by the Directors and Employees of the Company with Laws and Regulations and the Articles of Incorporation in the Execution of Their Duties

- ① The Company shall establish the Compliance Standard and shall take measures to fully disseminate its corporate ethics in order to further ensure daily compliance pursuant to the Declaration of Conduct.
- ② As a system to promote compliance, the Company shall establish the Compliance Committee, in which the Executive Officer for Compliance will serve as the chairperson, and the Compliance Committee Secretariat, and shall appoint department leaders as compliance promotion leaders.
- ③ The Company shall periodically hold meetings of the Compliance Committee, and shall keep track of the status of promoting compliance. The Compliance Committee shall appropriately provide a summary of the status to the Board of Directors.
- ④ The Compliance Committee shall formulate and carry out the annual policy of education and training for the Directors and employees.
- ⑤ The Company shall establish a compliance hotline inside and outside the Company that will serve as a window for reporting and consulting matters related to compliance. The Company shall not adversely treat persons who have reported or consulted such matters on the basis that they made such reports or consultation.
- ⑥ The Company shall establish a department that is in charge of internal audit. The department shall audit the status of compliance, and shall appropriately report to the President and the Executive Officer for Compliance.

2. System for the Maintenance and Management of Information Concerning the Execution of Duties by the Directors of the Company

The Company shall establish internal regulations with respect to the handling of records and information, and shall appropriately maintain and manage information in connection with the execution of duties by the Directors.

3. Rules and Other Systems Regarding the Management of the Risk of Loss of the Company

- ① The Company shall establish the SMP Group Risk Management Policy that provides for basic thoughts of the Group with respect to risk management and shall conduct appropriate risk management.
- ② The Company shall establish the Risk Management Rules under which it is clarified that the President oversees risk management and shall develop systems to promote risk management for respective risks classified on the basis of risk characteristics. The status of operations in each system to promote risk management is periodically reported to the Board of Directors.
- ③ In order to minimize any effects of an emergency, which is likely to materially affect the management or business activities of the Company, the Company shall establish the Rules for Emergency Response and secure the continuity of management and business.

4. System to Ensure Efficient Execution of Duties by the Directors of the Company

- ① The Company shall establish internal regulations such as the Regulations of the Board of Directors, the Regulations of Duties and Authority, the Regulations on Organization and the Rules for Division of Duties, and shall clarify the rules regarding duties and authority, division of duties and decision making.

- ② The Company shall aim to realize speedy and efficient management by introducing an executive officer system.
- ③ The Company shall aim to promote speedy and efficient decision making by introducing an electronic approval system.

5. System to Ensure the Appropriateness of the Operations of the Corporate Group (consisting of the Company, its Parent Company and Subsidiaries)

(1) System to Ensure the Efficient Execution of Duties by Directors, etc. of Subsidiaries

The subsidiaries shall clarify the rules regarding duties and authority, division of duties and decision making.

(2) System Regarding the Report to the Company of Matters Related to the Execution of Duties by Directors, etc. of Subsidiaries

The Company shall establish internal regulations that provide for basic matters to promote appropriate group operations, and through commitment by the subsidiaries to comply with such regulations, shall receive from the subsidiaries, reports regarding material matters on management.

(3) Rules and Other Systems Regarding the Management of the Risk of Loss of Subsidiaries

① The subsidiaries shall develop systems to promote risk management in accordance with the types of their business and the characteristics of risks and shall conduct appropriate risk management.

② The Company shall govern risk management of the subsidiaries in general, and shall take necessary measures such as giving advice and instructions.

③ The Company shall develop necessary systems to promote risk management for risks the Group should cross-functionally address and shall enhance the Group's risk management.

(4) System to Ensure Compliance by Directors, etc. and Employees of Subsidiaries with Laws and Regulations and the Articles of Incorporation in the Execution of Their Duties

① The subsidiaries shall develop an appropriate system to promote compliance.

② The Company shall enhance compliance by the subsidiaries by periodically holding meetings, such as committee meetings, related to compliance, which the subsidiaries participate in.

③ The department that is in charge of the internal audit of the Company shall audit the status of compliance by the subsidiaries, and shall appropriately report to the President and the Executive Officer for Compliance of the Company.

(5) Other Systems to Ensure the Appropriateness of the Operations of the Corporate Group (consisting of the Company, its Parent Company and Subsidiaries)

① The Company shall ensure its independence and shall develop an autonomous internal control system, while respecting the group operation policy of Sumitomo Chemical Co., Ltd., the parent company.

② The Company shall appropriately conduct transactions with the parent company by ensuring the fairness and rationality of transactions.

6. System to Ensure Effective Implementation of Audits by the Audit & Supervisory Board Members

(1) Matters Concerning Employees Assigned to Assist the Audit & Supervisory Board Members in the Execution of Their Duties, Matters Concerning the Independence of Such Employees from the Directors of the Company and Matters for Ensuring the Effectiveness of Instructions Given to Such Employees

The Company shall assign one or more employees, who are not under the line of command of the department that executes operations of the Company, to assist the duties of the Audit & Supervisory Board Members and serve in the secretariat of the Audit & Supervisory Board. Decisions on transfer and evaluation of such employees will be made upon consultation with the Audit & Supervisory Board Members and by respecting their opinions.

(2) System for the Directors and Employees to Report to the Audit & Supervisory Board Members

The Company shall establish procedures or the like with respect to reports by the Directors and employees of the Company to the Audit & Supervisory Board Members, and shall provide information needed by the Audit & Supervisory Board Members in a timely and appropriate manner.

(3) System for the Directors, Audit & Supervisory Board Members, Members Who Execute Operations and Employees of Subsidiaries, or Persons Who Receive Report from the Same, to Report to the Audit & Supervisory Board Members of the Company

The Company shall establish procedures or the like with respect to reports by the directors or the like of its subsidiaries to the Audit & Supervisory Board Members, and shall provide information needed by the Audit & Supervisory Board Members in a timely and appropriate manner.

(4) System to Ensure That Persons Who Have Made Reports As Provided in the Immediately Preceding Two Paragraphs Will Not Receive Any Adverse Treatment for Having Made Such Reports

The Company shall not adversely treat persons who have made reports as provided in the immediately preceding two paragraphs on the basis that they made such reports.

(5) Matters Concerning the Procedures for Advance Payment or the Reimbursement of Expenses Incurred in Relation to the Execution of the Duties by the Audit & Supervisory Board Members and Any Other Policy for Processing of Costs and Obligations Incurred in Relation to the Execution of Their Duties

The Company shall process the costs and obligations incurred in relation to the execution of duties by the Audit & Supervisory Board Members in a timely and appropriate manner by respecting their opinions.

(6) Other Systems to Ensure Effective Implementation of Audits by the Audit & Supervisory Board Members

① The Company shall periodically hold meetings between the Audit & Supervisory Board Members and the Representative Directors, between the Audit & Supervisory Board Members and the department which is in charge of the internal audit, and among the three parties of the Audit & Supervisory Board Members, the department which is in charge of the internal audit and the Accounting Auditor.

② If there is any request from the Audit & Supervisory Board Members regarding their duties, the Company shall respect such request and shall respond to such request in a timely and appropriate manner.

7. Elimination of Anti-Social Forces

The Company shall keep its Directors and employees thoroughly informed to take decisive actions against anti-social forces, and shall promote efforts aimed at cutting off any and all relationships with such forces.

2. Basic Concept on Elimination of Anti-Social Forces and Status of Implementation

The Company specifies in its Declaration of Conduct to cut off all relationships with anti-social forces, which threaten the order and safety of civil society, and promotes the elimination of such forces through measures including working to raise the awareness of employees through in-house seminars and other activities and concluding a memorandum of agreement regarding the elimination of anti-social forces with its business partners.

With the Corporate Governance as the department in charge of the Company's response, the Company strives to improve its ability for response by strengthening cooperation with corporate defense councils and the National Center for the Elimination of Boryokudan.

V. Others

1. Matters Related to Takeover Defense

Introduction of Takeover Defense Measures	Not introduced
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Supplementary Information

As the Company has the parent company, no special measure is currently taken.

2. Other Matters Related to the Corporate Governance Systems, etc.

<<Overview of System for Timely Disclosure>>

Pursuant to the Information Disclosure Code that prescribes such matters as standards and procedures for disclosing information, the Company discloses corporate information in a timely, appropriate and fair manner. The system for timely disclosure of information is prescribed as follows:

(1) Disclosure of Decisions

The decisions, set forth in the rules of the Tokyo Stock Exchange for timely disclosure (the "Timely Disclosure Rules"), are immediately disclosed as soon as such decisions are made by the Board of Directors or other decision making bodies (including decision making bodies of subsidiaries). The details of the matters to be disclosed are determined by the Director of the Corporate Communications department upon discussion with leaders of other relevant departments.

(2) Disclosure of Facts Which Occurred

The facts which occurred, set forth in the Timely Disclosure Rules, are promptly disclosed after the occurrence of the said facts. The details of the matters to be disclosed are determined by the Director of the Corporate Communications department upon discussion with leaders of other relevant departments.

(3) Disclosure of Account Settlement Information

The account settlement information, set forth in the Timely Disclosure Rules, is immediately disclosed after the resolution of the Board of Directors. The details of the matters to be disclosed are discussed by the Director of the Corporate Communications department, the Director of the Global Corporate Strategy department, and the Director of the Finance & Accounting department. The details of the matters to be disclosed relating to financial result summaries and other related matters are determined by the Director of the Finance & Accounting department and revision of financial forecasts and dividend forecasts and other related matters are determined by the Director of the Global Corporate Strategy department, respectively.

(4) Information Other Than Information to be Timely Disclosed

The Company discloses information necessary for stakeholders to correctly understand the Company in principle. The necessity of disclosure and the details and time of disclosure are determined by the Director of the Corporate Communications department upon discussion with leaders of other relevant departments.

[Framework of the Corporate Governance System]

