

## Notice on the Disposal of Treasury Shares Under Restricted Stock-Linked Remuneration and Restricted Stock Unit Plans

Santen Pharmaceutical Co., Ltd. (Head Office: Osaka; President and CEO: Takeshi Ito; hereinafter, the “Company”) announced that its Board of Directors decided today to dispose of treasury shares (hereinafter, the “disposal of shares” or the “disposal”), under Restricted Stock-Linked Remuneration (hereinafter, “RS”) and Restricted Stock Unit (hereinafter, “RSU”) Plans for the Directors (excluding Outside Directors) and Corporate Officers, details of which are provided below.

### Details

#### 1. Outline of the disposal

(1)	Disposal date	July 21, 2023
(2)	Type and number of shares to be disposed of	141,701 common shares
(3)	Disposal price	1,239.5 yen per share
(4)	Total amount of share disposal	175,638,390 yen
(5)	Recipients of allotment of shares to be disposed of, number thereof, and number of shares allotted to be disposed of	2 Directors (excluding outside directors): 35,336 shares 12 Corporate Officers: 106,365 shares (including RSU for 1 person)
(6)	Other	The disposal of shares will be conditional on the validity of the securities registration statement filed pursuant to the Financial Instruments and Exchange Act.

#### 2. Purpose of and reasons for the disposal

At a meeting of its Board of Directors held on May 9, 2018, the Company decided to introduce a restricted stock-linked remuneration program for the purpose of providing the Company’s Directors excluding Outside Directors (hereinafter, the “Target Directors”) and Corporate Officers (hereinafter, with the Target Directors referred to collectively as the “Target Directors etc.”) with medium- to long-term incentives and promoting the sharing of value with shareholders. Furthermore, the introduction of the program was approved at the 106th annual general meeting of shareholders held on June 26, 2018. In fiscal 2020, the Company introduced RSU as a stock remuneration vehicle for corporate officers (hereinafter, the “Target

Corporate Officers”) who are temporarily transferred from Santen Pharmaceutical Co., Ltd. to subsidiaries outside Japan. This disposal is implemented in line with these programs.

### 3. Overview of RS

Outline of the restricted stock allotment agreement (hereinafter, “allotment agreement”) between the Company and Target Directors etc. is as follows;

(1) Transfer restriction period: July 21, 2023 - July 20, 2026

(2) Conditions for lifting of transfer restrictions

The restriction on transfer shall be lifted for all the common shares of the Company (hereinafter, the “Company Shares”) at the time the restriction period expires, on condition that the Target Director etc. holds the position of Director, Corporate Officer, Corporate Auditor, employee or equivalent thereof continuously during the transfer restriction period.

(3) Treatment in case of departure of a Target Director etc. during the transfer restriction period due to completion of term of office, reaching mandatory retirement age, or other justifiable reason

(i) Timing of lifting of transfer restrictions

If a Target Director etc. has departed or retired from a position as Director, Corporate Officer, Corporate Auditor, employee or equivalent thereof of the Company or a subsidiary of the Company due to completion of term of office, reaching mandatory retirement age, or other justifiable reason, including the case of departure or retirement as a result of death, the restriction of transfer shall be lifted immediately after the departure or retirement of the Target Director etc. concerned.

(ii) Number of shares subject to the lifting of restrictions on transfer

This shall be the number of Company Shares held at the time of departure or retirement specified in (i) above.

(4) Acquisition by the Company without consideration

The Company shall automatically acquire without consideration Company Shares for which the restriction on transfer has not been lifted when the transfer restriction period expires or at the time of the lifting of the restriction on transfer specified in (3) above.

(5) Management of shares

To prevent the Company Shares being transferred, pledged as collateral, or otherwise disposed of during the transfer restriction period, they shall be managed during the transfer restriction period in a dedicated account that the Target Director etc. has opened with Nomura Securities Co., Ltd. To ensure the effectiveness of the restriction on transfer etc., the Company has concluded a contract with Nomura Securities Co., Ltd. concerning the management of the account for the Company Shares held by the Target Director etc. concerned. Furthermore, the Target Director etc. shall consent to the details concerning the management of the account.

(6) Treatment in the event of reorganization etc.

If, during the transfer restriction period, a resolution is adopted at a general meeting of shareholders of the Company (or by the Board of Directors of the Company if the reorganization etc. does not require approval at a general meeting of shareholders) to approve a merger agreement that will result in the extinction of the Company, a share exchange agreement or share transfer plan that will make the Company a wholly-owned subsidiary, or other form of reorganization etc., the Board of Directors shall pass a resolution to the effect that the restriction on transfer will be lifted immediately before the business day prior to the date the reorganization etc. takes effect with respect to the number of Company Shares held at the time of the resolution. Furthermore, immediately after the restriction on transfer has been lifted, all the Company Shares for which the restriction on transfer has not been lifted shall be automatically acquired without consideration by the Company.

#### 4. Overview of RSU

Santen's RSU is a stock-based remuneration vehicle through which the Company grants units that vest after a waiting period of three years. The grant size of the award is set for each Target Corporate Officer in advance, and one unit is equivalent to one common share of the Company. When employment between the Company and a Target Corporate Officer is terminated during the waiting period, unvested units lapse at termination. On the other hand, when a Target Corporate Officer has departed or retired from a position at the Company due to completion of term of office, reaching mandatory retirement age, or other justifiable reasons, units vest immediately after termination.

At vesting, the Company provides cash to each Target Corporate Officer to cover applicable withholdings. The number of shares and the cash amount are calculated as follows;

- (i) Number of common shares distributed to each Target Corporate Officer  
Number of units x 50%
- (ii) Cash amount provided to each Target Corporate Officer  
(Number of units – Number of common shares calculated by above (i)) x Share Price at vesting (\*1)

\*1 Share Price for calculation will be the closing price of common shares in the Company on the Prime Market of the Tokyo Stock Exchange on July 21, 2023, the day of allotment.

#### 5. Basis for calculation of the contribution amount and specific details thereof

The disposal of shares to the parties to be recipients of allotment shall be performed by way of contribution as investments in kind of the monetary remuneration claims granted as restricted stock-linked remuneration for the 112th business year based on the program and restricted stock unit program. To prevent the price applied to the disposal of shares being determined arbitrarily, it will be 1,239.5 yen, the closing price of common shares in the Company on the Prime Market of the Tokyo Stock Exchange on June 26, 2023 (the business day prior to the day of the resolution by the Company's Board of Directors). This is the market price immediately prior to the resolution by the Company's Board of Directors, and therefore regarded as a reasonable and not particularly advantageous amount.

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#### **About Santen**

As a specialized company dedicated to eye health, Santen carries out research, development, marketing, and sales of pharmaceuticals, over-the-counter products, and medical devices, and its products now reach patients in over 60 countries and regions.

Toward realizing "WORLD VISION" (Happiness with Vision), the world Santen ultimately aspires to achieve, as a "Social Innovator", Santen aims to reduce the social and economic opportunity loss of people around the world caused by eye diseases and defects by orchestrating and mobilizing key technologies and players around the world.

With scientific knowledge and organizational capabilities nurtured over a 130-year history, Santen provides products and services to contribute to the well-being of patients, their loved ones and consequently to society.

For more information, please visit Santen's website (<https://www.santen.com/en>).