

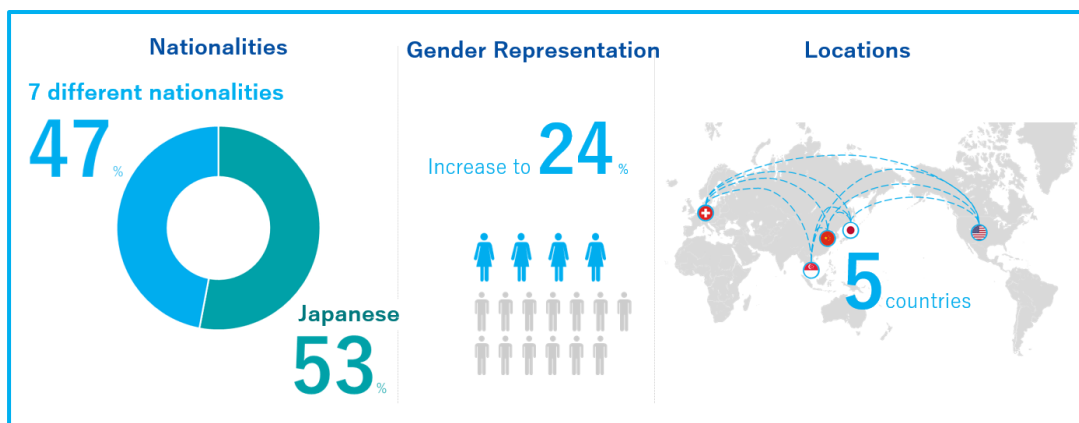
Reinventing of Our Leadership Team to Shape the Future of Santen

February 22, 2022 - Santen Pharmaceutical Co., Ltd. (Head Office: Osaka; hereinafter “Santen”) today announced its new Executive Management Team (herein after EMT) effective on April 1st, 2022. The newly formed EMT aims to enhance its competitiveness as a global company, increasing the capability of strategy implementation and realizing even greater growth over the medium to long-term. This change ensures the evolution of the business model maximizing the value of our Rx business, which is the foundation that has grown from Japan to over 60 countries and regions, and expanding into new technologies and new areas beyond Rx business. Our new leadership team will ensure implementation of Medium-Term Plan 2025 (MTP2025) and strategic execution to achieve our long-term vision, Santen 2030.

To bolster our strategic execution capability and to secure a competitive advantage, it is necessary to deeply understand unmet medical needs in ophthalmology worldwide, and continue to grow operational excellence that can promote product development and supply from a global perspective. In addition, to realize sustainable growth and offer solutions to global social challenges, it is imperative to possess robust operational excellence and the power to drive strategies globally. In this context, Centers of Excellence (CoE) will play a critical role in leading strategic business planning and serve as the foundation of strong governance. With the reinvention of our leadership team, Business Heads in Regions and Business groups and CoE, which leads strategies and operation from global perspective, will collaborate to establish a global management system that enables quick and effective decision-making and strengthen the governance system for business execution.

EMT consists of global C-suite, who are responsible for each global function, and Business Heads who will oversee various markets and business segments in ophthalmology. Each EMT member will be responsible for execution with CEO of strategic planning and swift management decision-making. Each EMT has leadership experience drawn from global companies, diverse and abundant business experience in each market, and high expertise in functions inside and outside the life sciences sector. They play an important role as a driving force to bring out Santen's breakthrough growth potential for the next 10 years. The EMT members will report directly to Shigeo Taniuchi, President and CEO.

■ Diversity of EMT at a glance (as of April 2022)



The following EMTs will lead strategy planning and execution as CoE in global operation.

- **Reza Haque** will continue as **Head of the Ophthalmology Innovation Center**. He will have a responsibility to identify trends in ophthalmological research as well as information about startups around the world and will establish a pathway for ophthalmological application of internal and external technology, including working on open innovation integrating strengths that Santen has developed with those of outside institutions.
- Current Corporate Officer and Head of Product Development Division **Peter Sallstig** will serve as **Chief Medical Officer**, leading global product development and having responsibility for pharmacovigilance and other aspects of pharmaceutical safety.
- As **Chief Product Supply Officer**, **Akio Kimura** will strive to build a global network for stable product supply, reduce costs, and create a more efficient global supply chain as based upon the long-term strategic framework for product supply to address product diversification.
- As **Chief Digital & Information Officer**, **Minori Hara** will lead introducing next-generation Enterprise Resources Planning (ERP) and digital solutions to increase efficiency of company-wide business and value chains. He will enhance security, accelerate digital strategy formulation and promotion functions, and lead growth through utilization of digital technologies in the healthcare field where digitalization is rapidly evolving.
- As **Chief Communication Officer**, **Nobuko Kato** will engage with a variety of stakeholders, serving as advisor and planning communication strategies that contribute to corporate growth. She will establish a global Corporate Communication function and lead global corporate brand dissemination, as well as other transformation initiatives that promote Santen's corporate culture.
- Current Senior Corporate Officer, Chief Financial Officer and Head of Finance and Administration Division **Kazuo Koshiji** will serve as **Chief Financial Officer** overseeing the planning and execution of company-wide finance strategy, along with his appointment as **Chief Risk Officer** strengthening internal controls and risk management capabilities globally.
- As **General Counsel and Chief Compliance Officer**, **Mika Masunari** will serve as legal advisor, not only for appropriately managing risk, but also leading enterprise growth in accordance with management strategy. She will maintain legal and regulatory compliance as well as uphold ethics and promote an enhanced company-wide compliance system.
- Current Senior Vice President of International Finance **Chris Reindel** will be appointed as **Chief Business Officer**, taking a global perspective in promoting implementation of strategies addressing drug pricing, market access, marketing, commercial excellence, and other aspects of Rx business strategy in ophthalmology.

- **Nikolaos Tripodis**, who will join Santen on March 1, will serve as **Chief Strategy Officer**, augmenting strategic functions, including the launch of new businesses that spur promotion of the MTP2025 and Santen 2030 as well as management strategy, portfolio management, new business development, and intellectual property management.
- Current Corporate Officer and Head of the Human Resources Division **Tomo Yashiki** will serve as **Chief HR, Sustainability & Administration Officer** with responsibility for the CEO's office, Sustainability, Core Principle, Human Resources, and General Affairs functions. He will continue driving People Strategy, and improve organizational performance & effectiveness across the organization, facilitate key operational governance and meetings as well as execute sustainability strategy.

For each regional business & new business area, each business strategy will be led by EMT leadership below.

- **Takeshi Ito** will serve as **Director of the Board, Head of Japan Business and Japan Sales & Marketing Division** in which capacity he will continue to maintain revenue levels and lead strategic expansion making use of scale advantages in the Japan market where Santen is the leading ophthalmology company with an overwhelming market share.
- **Jozica Habijanac**, who will join Santen on May 1, will serve as **Head of Asia Business** and lead growth in Asia where increasing numbers of people are suffering from vision loss and diseases, by, among other efforts, quantitatively and qualitatively satisfying access points for treatment and ophthalmologists through the provision of treatment options and development of an ophthalmic ecosystem.
- **Luis Iglesias** will serve as **Head of EMEA (Europe, Middle East and Africa) Business and North America Business**, driving steady growth in EMEA, the second-largest region after Japan, and leading establishment of a solid presence in the North American market which is a source of new drug innovation.
- **Takayuki Yamada** will serve as **Head of China Business**, leading further expansion in the China market through the provision of treatment options fulfilling unmet medical needs of patients in the rapidly growing China market.
- **Marianthi Psacha** will serve as **Global Head, Cell & Gene Therapy Business Segment**, leading cell and gene therapies, a future growth segment promoting development of new treatment options for diseases presenting high unmet medical needs or for which no cure or treatment is currently available.
- **Robert Wagner** will serve as **Global Head, Medical Tech Solutions Business Segment**, coalescing Santen's knowledge and technology in ophthalmology with expertise in digital health technologies and promoting strategic expansion to develop and commercialize unique ophthalmic devices and new technological solutions.


Santen will enhance the company's capabilities for executing strategies and global governance to achieve medium to long-term growth, increasing our competitiveness as a truly global company, and implementing further transformation. As Social Innovator in ophthalmology, Santen will orchestrate and mobilize key technologies and players around the world to deliver our WORLD VISION, "Happiness with Vision" by reducing the loss of social and economic opportunities due to eye conditions around the world.

■ Executive Management Team, effective on April 1st

Location in ()	Name	New Role	Current Role
 (Japan)	Takeshi Ito	Director of the Board, Head of Japan Business, Head of Japan Sales & Marketing Division	Director of the Board, Executive Corporate Officer, Head of Japan Business, Head of Japan Sales & Marketing Division
 (Singapore)	Jozica Habijanac	Head of Asia Business	Newly appointed (Scheduled to join in May)
 (Switzerland)	Luis Iglesias	Head of EMEA Business, Head of North America Business	Corporate Officer, Head of EMEA Business, Head of North America Business
 (China)	Takayuki Yamada	Head of China Business	Corporate Officer, Head of China Business
 (Switzerland)	Marianthi Psacha	Global Head, Cell & Gene Business Segment	Global Head of Cell & Gene Therapy

 (Singapore)	Robert Wagner	Global Head, Medical Tech Solutions Business Segment	Senior VP, Global Digital Tech
 (United States)	Reza Haque	Head of Ophthalmology Innovation Center	Head of Ophthalmology Innovation Center
 (United States)	Peter Sallstig	Chief Medical Officer	Corporate Officer, Head of Product Development Division
 (Japan)	Akio Kimura	Chief Product Supply Officer	Senior Corporate Officer, Global Product Supply
 (Switzerland)	Minori Hara	Chief Digital & Information Officer	Corporate Officer, Chief Information Officer Head of Digital & Information Technology Division

	Nobuko Kato	Chief Communications Officer	Corporate Officer, Chief Communications Officer
(Japan)			
	Kazuo Koshiji	Chief Financial Officer & Chief Risk Officer	Senior Corporate Officer, Corporate Administration, Chief Financial Officer, Head of Finance and Administration Division
(Japan)			
	Mika Masunari	General Counsel & Chief Compliance Officer	Corporate Officer, General Counsel, Chief Compliance Officer, Head of Legal and Compliance Division
(Japan)			
	Chris Reindel	Chief Business Officer	Senior VP, International Finance HQ
(Switzerland)			
	Nikolaos Tripodis	Chief Strategy Officer	Newly appointed (Scheduled to join in March)
(Switzerland)			

	Tomo Yashiki	Chief HR, Sustainability & Administration Officer	Corporate Officer, Head of Human Resources Division
(Singapore)			

About Santen

As a specialized company dedicated to ophthalmology, 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, and as a “Social Innovator”, we aim 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 (www.santen.com).

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