

Notice of Personnel Changes

November 29, 2022, Osaka, Japan – Santen Pharmaceutical Co., Ltd. (hereinafter, Santen) announced the following executive management changes, effective December 1st. Akio Kimura will be stepping down as Corporate Officer, Chief Product Supply Officer and will be succeeded by Mark Dawson. In addition, Sheila Li will be appointed as Corporate Officer, Deputy Chief Financial Officer. Both individuals will join the Executive Management Team (EMT) which has responsibility for company management.

Executive management changes effective December 1, 2022

Newly appointed	Name
Corporate Officer, Chief Product Supply Officer	Mark Dawson
Corporate Officer, Deputy Chief Financial Officer	Sheila Li

Retiring position	Name
Corporate Officer, Chief Product Supply Officer	Akio Kimura

Biography: Mark Dawson

Mark Dawson joined Santen as Head of Global Product Supply in August 2022 and assumes new position as from December 1, 2022. Mark has over 25 years of experience in the pharmaceuticals industry, including engineering, manufacturing and supply chain operations as well as managerial experience in global organizations. He has been instrumental in enhancing Santen's corporate value by developing and expanding the company's global product-supply network.

Before Santen, Mark spent some 17 years at GlaxoSmithKline (GSK), where he provided global leadership while based in the UK and Singapore as Vice President from 2012. Most recently he led GSK's global supply chain operations, managing a network of manufacturing sites, contract manufacturing operations and supply chain operations spanning 100 countries and more than 6,000 people. During this time, Mark oversaw specialty pharmaceutical launches, completed a supply chain transformation, improved performance and maintained high standards of quality and safety compliance.

In his earlier engineering career, Mark played key roles in technical design engineering, operational engineering and major construction projects with companies such as Schneider Electric, Kvaerner and Eli Lilly & Company.

Mark is a Chartered Engineer and holds a bachelor's degree in electrical & electronic engineering from The University of Sheffield, UK.

Biography: Sheila Li

Sheila Li joined Santen in July 2022 and assumes new position as from December 1, 2022. Sheila is responsible for global and regional finance functions. She is contributing to Santen's transformation and strengthening the company's finance capabilities. Sheila has over 25 years of experience in the pharma industry serving various leadership roles in finance and strategy spanning diverse countries, including China, Germany and Japan, regions and global levels.

Prior to joining Santen, Sheila was Senior Vice President and CFO of Global R&D for Bayer Pharmaceuticals, in which capacity she orchestrated global R&D portfolio prioritization from a financial perspective to strengthen innovation and maximize pipeline value. Before that, Sheila was Head of the Asia Pacific Region in Corporate Finance for Bayer, in which role she helped maximize corporate value by optimizing the capital structures of legal entities and developing financing strategies and options for global M&A deals. From 2014 to 2018, Sheila was Vice President, Operating Officer and Pharma CFO of Bayer Yakuhin in Osaka, Japan, where she led the organization in refining business models and resource allocation and also transforming the organization for sustainable success.

In her earlier career, Sheila worked for Schering in China, Hong Kong and Germany, where she gained experience in strategic planning, financial and business partnering.

Sheila holds a finance MBA from Shanghai Jiaotong University and Euromed Marseille Business School, France, a bachelor's degree in literature from Capital Normal University, China.

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/>).

Contact

Corporate Communications

Santen Pharmaceutical Co., Ltd.

E-mail: communication@santen.com