

Daiichi Sankyo Group  
Sustainability Management Policy

Daiichi Sankyo Company, Limited

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## Article 1. Purpose

- 1.1 The purpose of this policy is to define the fundamental principles of sustainability management within the Daiichi Sankyo Group (the Group) and to promote sustainability in all business activities.

## Article 2. Scope

- 2.1 The scope of this policy applies to Daiichi Sankyo Co., Ltd. and the group companies defined in “the Daiichi Sankyo Group Group Company Management Policy”.

## Article 3. Definition

- 3.1 In this policy, Sustainability Management is defined as management from a long-term perspective that enhances both financial and non-financial value by integrating sustainability issues into business strategies. It aims to accurately grasp changes in external environments, including social issues and the social environment, and to engage in solving social challenges in an integrated approach with business activities, thereby enhancing corporate value and contributing to the realization of a sustainable society.
- 3.2 In this policy, Sustainability Issues refer to the challenges that companies must consider in their pursuit of sustainable development. These challenges encompass environmental aspects, such as climate change mitigation and biodiversity conservation; social aspects, including labor safety and health, respect for diversity, human rights, and access to healthcare; and governance aspects, such as corporate ethics, responsible procurement, risk management, and information disclosure.

## Article 4. Sustainability Management Promotion System

- 4.1 The Head of Global Corporate Strategy shall establish a global promotion system for key sustainability issues related to human rights, Environment, Health and Safety (EHS), non-financial information disclosure, and social contributions, in accordance with the directives of the CEO. Each organization responsible for the global promotion system, including Business Units, Functional Units, Global Corporate Functions, and CEO Staff Functions, shall appoint a Responsible Officer for Sustainability Promotion upon request from the Head of Global Sustainability. Furthermore, the Responsible Officer for Sustainability Promotion shall be designated by the head of each relevant organization within this global promotion system. Additionally, the Head of Global Corporate Strategy shall submit and report the matters deliberated by the Sustainability Committee to the Executive Management Committee (EMC).

- 4.2 The Head of Global Sustainability shall oversee the global promotion system for human rights, EHS, non-financial information disclosure, and social contributions, ensuring the integration of sustainability initiatives across all organizations and regions into the company-wide strategy. Additionally, the Head of Sustainability shall consolidate the company-wide strategy and policies, as well as annual and semi-annual plans and performance results, and submit them for deliberation and reporting to the Sustainability Committee.
- 4.3 The head of each organization shall develop and implement a sustainability promotion plan for their respective organization based on the sustainability management strategy and policies. They shall also report to the Head of Global Sustainability on a quarterly or semi-annual basis. Additionally, they shall be responsible for ensuring the practice of sustainability management within their organization.
- 4.4 In accordance with other applicable policies and regulations, the promotion systems for sustainability issues managed by organizations or departments other than the primary department responsible for this policy shall be excluded from the scope of this policy.

## Article 5. Sustainability Committee

- 5.1 The CEO shall establish the Sustainability Committee as an advisory body to the EMC.
- 5.2 The composition of the Sustainability Committee shall be as follows:
- (1) Chairperson: Head of Global Corporate Strategy
  - (2) Members: Individuals appointed by the Chairperson
  - (3) Office: Global Corporate Strategy Sustainability
- 5.3 The Sustainability Committee shall deliberate on and receive reports regarding key sustainability issues, including human rights, EHS, non-financial information disclosure, and social contributions, as part of the sustainability management strategy and policies. The committee shall review and discuss the following matters:
- (1) Basic policies and company-wide strategies
  - (2) Mid-term plans, budget allocation, and KPI setting
  - (3) Annual plans and performance reports
  - (4) Reports on the status of initiatives and measures for important sustainability issues
  - (5) Other important matters
- 5.4 The Sustainability Committee shall, in principle, be held at least twice a year. Additionally, the Chairperson may convene meetings as necessary
- 5.5 The Chairperson may request attendance at the Committee from individuals other than the members, including external experts, as necessary.

5.6 Minutes of the meetings shall be prepared, and the Office shall notify relevant stakeholders in an appropriate manner.

#### Article 6. Role of the Global Corporate Strategy Sustainability

6.1 The Global Corporate Strategy Sustainability is responsible for globally promoting business activities related to the following matters:

- (1) Matters related to the promotion of sustainability management and its integration into management strategies
- (2) Matters related to establishment of sustainability management goals- Management and information disclosure
- (3) Matters related to stakeholder dialogues
- (4) Matters related to improving access to healthcare
- (5) Matters related to social contributions - Donations and contributions
- (6) Matters related to human rights
- (7) Matters related to environmental management
- (8) Matters related to promotion - Operation of EHS management system

6.2 The Global Corporate Strategy Sustainability shall facilitate constructive dialogue with a broad range of stakeholders surrounding the Daiichi Sankyo Group and incorporate their expectations and requests into the company's sustainability management.

6.3 The Global Corporate Strategy Sustainability shall engage with various ESG evaluation organizations to promote initiatives addressing the company's sustainability challenges and enhance sustainability-related information disclosure while ensuring corporate credibility. Additionally, it shall share ESG evaluation results and best practices with relevant organizations and take the lead in promoting the introduction of new sustainability initiatives.

### Supplementary Provisions

#### Article 1. Department with Primary Responsibility

1.1 Global Corporate Strategy Sustainability shall supervise this policy.

#### Article 2. Type of the Policy

2.1 This policy is categorized as a Global Policy.

### Article 3. Effective Date

3.1 This policy is effective on April 1, 2025