Slavery and Human Trafficking Statement (Fiscal Year 2025)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. It covers the fiscal year from 1 April 2025 to 31 March 2026 and discloses the steps taken by the Daiichi Sankyo Group (the "Group") to help prevent modern slavery and human trafficking. The wording closely follows Daiichi Sankyo's prior published statement structure and terminology.

The Daiichi Sankyo Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitment includes efforts to prohibit modern slavery and human trafficking while upholding the United Nations Guiding Principles on Business and Human Rights, as reflected in the UK Modern Slavery Act 2015. This is consistent with Daiichi Sankyo's published human rights approach and its stated commitment to international human-rights standards.

It outlines the actions taken by the Daiichi Sankyo Group to prevent, identify, and address the risks of modern slavery, forced labour, and human trafficking across our operations and value chain. We remain committed to respecting internationally recognised human rights and continuously strengthening our human rights due diligence framework through effective governance, risk-based processes, stakeholder engagement, and responsible business practices. Daiichi Sankyo's published statement describes risk-based human-rights due diligence, supplier monitoring, stakeholder engagement, grievance mechanisms, and training as part of that framework.

Respect for human rights is fundamental to the Daiichi Sankyo Group's purpose and corporate values. We are committed to conducting our business with integrity and in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the International Bill of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We recognise that preventing modern slavery and human trafficking requires continuous due diligence, effective collaboration with our business partners, and ongoing efforts to strengthen responsible business conduct throughout our operations and supply chain.

1. The Group's Business and Supply Chain

The Daiichi Sankyo Group operates in 32 countries/regions with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

Daiichi Sankyo Co., Ltd. is the headquarters of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "sale of pharmaceutical products" as its principal business activity.

The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials, and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities. These include contract research organizations (CROs) and professional services such as research and management, and sales agents. We promote "responsible supply chain management," which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking

The Group has declared its commitment to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work and embed respect for human rights in their work.

The Daiichi Sankyo Group's Position Statement on Human Rights (hereinafter the "Human Rights Position Statement") outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the ten principles covering the four areas of Human Rights, Labour, the Environment and Anti-Corruption. In the Human Rights Position Statement, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code

of Conduct, which requires business partners to ensure they continue to act in a manner by prohibiting modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace. The Daiichi Sankyo Group Business Partner Management Guideline defines the appropriate management of corporate activities in transactions and relationships with business partners, in order to prevent and/or minimize risk that may be incurred by the Daiichi Sankyo Group in working with third parties including risk relevant to labor and respect for human rights.

3. Risk Assessment and Human Rights Due Diligence Process

The Daiichi Sankyo Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Position Statement.

Specifically, we conduct a risk assessment questionnaire survey on a three-year cycle for all Group companies conducting business operations. We identify potential human rights risks connected to our business operations, confirm the status of our efforts on the human rights issues related to these risks, and implement process and other improvements to mitigate these risks. The second risk assessment questionnaire survey conducted in fiscal year 2024 included questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement, and the operation of reporting channels.

In addition, to promote “responsible supply chain management,” we identify categories of suppliers related to our business, and conduct human rights risk assessments, and monitor them through the contract period. A new business partner management process has been implemented in fiscal year 2022, is operational and we have monitored more than 7,000 business partners globally as of the end of fiscal year 2025. A “Sustainable Procurement Survey” has been run for our major business partners since fiscal year 2017 and is repeated on a three-year cycle. We also conduct communications with our business partners to seek their understanding of our approach to sustainable procurement. The “Sustainable Procurement Survey” also includes questions regarding forced and child labour.

The following were our key initiatives in fiscal year 2025:

- Under the supervision and advisory of the Sustainability Committee, we engaged with relevant Group companies based on the results of the second human rights risk assessment questionnaire survey conducted in fiscal year 2024, identified which risks should be addressed, and initiated necessary improvements.
- We collected and analysed the answers to the questionnaires of the third "Sustainable Procurement Survey "from global suppliers and sent out follow-up e-learning materials to those who responded to the survey.
- In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights and Labour, Health and Safety, etc. If we obtain evidence that a business partner has deviated from their Corporate Social Responsibility commitment, the case is analysed and escalated appropriately in order to define the correct actions to mitigate the risk. To date (fiscal years 2020-2025), a total of 276business partners have been assessed, approved, and monitored, with no incidences of modern slavery or human trafficking identified.

4. Stakeholder Engagement

The Daiichi Sankyo Group considers it very important to obtain external opinions and best practices of other companies in promoting its human rights initiatives. We participated in the Human Rights Due Diligence Working Group of the Global Compact Network Japan to gain knowledge on human rights due diligence.

5. Remedies

The Daiichi Sankyo Group has established and operates non-retaliation whistleblowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group with reporting and consulting being available in 20 languages, including Japanese and English, whenever a compliance-related question or issue arises. Allegations of non-compliance with human rights, including but not limited to forced labour in our supply chain, can be raised through these systems. The reporting systems also include counselling on harassment, and we are committed to promptly

investigating reports of misconduct or unethical activity/behaviour and human rights issues in the workplace through consultation with employees' line managers or colleagues. No issues related to modern slavery or human trafficking were reported in fiscal year 2025.

6. Evaluation of Effectiveness of the Preventive Measures

The Daiichi Sankyo Group applies the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain:

- Review of the risk assessment questionnaire survey results for the entire Group regarding the status of addressing human rights issues
- Review of the "Sustainable Procurement Survey" result collected from our business partners.
- Monitoring of modern slavery and human trafficking-related concerns raised through the whistleblowing systems.

7. Training

The following are the Daiichi Sankyo training programs related to human rights, conducted in fiscal year 2025:

- A message from the CEO was sent to all Group executives and employees to remind them of the importance of Daiichi Sankyo's engagement in human rights issues.
- Training on human rights has been provided to our major Group companies.
- The training materials on ESG topics, including human rights, have been distributed to suppliers who responded, "Sustainable Procurement Survey," with the aim of promoting understanding.
- The roll-out of the business partner management system to the affiliates of DSE, including training on the high-level process, was started and the roll-out process was completed in fiscal year 2025.

We aim to build a culture of respect for human rights in our work and business at the Daiichi Sankyo Group and will continue to review and improve initiatives to identify and eliminate modern slavery and human trafficking from our Group's businesses.

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd.

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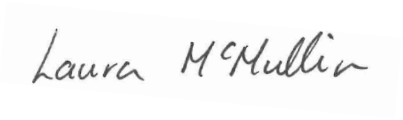
on 12th August 2026.



12th August 2026
Laura McMullin
Daiichi Sankyo UK Ltd.

Slavery and Human Trafficking Statement (Fiscal Year 2024)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2024 to 31 March 2025 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter the "Group") to help prevent modern slavery and human trafficking.
The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitment includes efforts towards the prohibition of modern slavery and human trafficking whilst upholding the United Nations Guiding Principles on Business and Human Rights as laid out in the UK Modern Slavery Act 2015.

1. The Group's Business and Supply Chain

   The Group operates in 32 countries/regions with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

   Daiichi Sankyo Co., Ltd. is the headquarters of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "sale of pharmaceutical products" as its principal business activity.

   The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities. These include contract research organizations (CROs) and professional services such as research and management, and sales agents. We promote "responsible supply chain management", which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking

The Group has declared its commitment to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work and embed respect for human rights in their work.

The Daiichi Sankyo Group Human Rights Policy (hereinafter the "Human Rights Policy") outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of Human Rights, Labour, the Environment and Anti-Corruption. In the Human Rights Policy, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code of Conduct, which requires business partners to ensure they continue act by prohibiting modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace. The Daiichi Sankyo Group Business Partner Management Guideline defines the appropriate management of corporate activities in transactions and relationships with business partners, in order to prevent and/or minimize risk that may be incurred by the Group in working with third parties including risk relevant to labor and respect for human rights.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Policy.

Specifically, we conduct a risk assessment questionnaire survey on a three year-cycle, for all Group companies conducting business operations. We identify potential human rights risks connected to our business operations, confirm the status of our efforts on the human rights issues related to these risks, and implement process improvements to mitigate these risks. The second risk assessment questionnaire survey conducted in fiscal year

2024 included questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels.
In addition, to promote "responsible supply chain management", we identify categories of suppliers related to our business, and conduct human rights risk assessments, and monitor them through the contract period. A new business partner management process has been implemented in fiscal year 2022, is operational and we have monitored more than 9950 business partners globally as of the end of fiscal year 2024. A "Sustainable Procurement Survey" has been run for our major business partners since fiscal year 2017, and is repeated on a three yearly cycle. We also conduct communications with our business partners to seek their understanding of our approach to sustainable procurement. The "Sustainable Procurement Survey" also includes questions regarding forced and child labour.

The following were our key initiatives in fiscal year 2024:

- The Sustainability Committee, chaired by the Head of Global Corporate Strategy, is composed of the global heads of relevant functions such as human rights, procurement, human resources, compliance, and legal, as well as regional human rights officers, and has been established to promote and oversee human rights due diligence on a global scale. We have reviewed the results of the second human rights risk assessment questionnaire survey conducted in fiscal year 2024, considered the identification and addressing of human rights risks, and have initiated improvements to our internal system.
- We prepared the questionnaires for the third "Sustainable Procurement Survey" and sent them out to global suppliers. Now, we are trying to collect the answers.
- To promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-

Corruption, Human Rights and Labour, Health and Safety, etc. If Daiichi Sankyo in Europe obtains evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated appropriately in order to define the correct actions to mitigate the risk. To date (fiscal years 2020-2024), a total of 242 business partners have been assessed, approved and monitored, with no incidences of modern slavery or human trafficking identified.

4. Stakeholder Engagement

The Group considers it very important to obtain external opinions and best practices of other companies in promoting its human rights initiatives. We participated in the Human Rights Due Diligence Working Group of the Global Compact Network Japan to gain knowledge on human rights due diligence.

5. Remedies

The Group has established and operates non-retaliation whistleblowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group with reporting and consulting being available in multiple languages, including Japanese and English, whenever a compliance-related question or issue arises. Allegations of non-compliance with human rights, including but not limited to forced labour in our supply chain, can be raised through these systems. The reporting systems also include counselling on harassment and we are committed to promptly investigating reports of misconduct or unethical activity/behaviours and human rights issues in the workplace through consultation with employees' line managers or colleagues. No issues related to modern slavery or human trafficking were reported in fiscal year 2024.

6. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain:

- Review of the risk assessment questionnaire survey result for entire Group about the status of addressing human rights issues

- Review of the “Sustainable Procurement Survey” result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

7. Training

The following are our training programmes related to human rights, conducted in fiscal year 2024:

- A message from the CEO was sent to all Group executives and employees to remind them of the importance of Daiichi Sankyo's engagement in human rights issues.
- Training on human rights has been provided to major Group companies.
- Training on the revised Act for Eliminating Discrimination against Persons with Disabilities has been provided to Group companies in Japan.
- Preparing the training material on Human Right for global suppliers those who are the scope of "Sustainable Procurement Survey".
- The roll-out of the business partner management system to the subsidiaries of Daiichi Sankyo Europe GmbH, including trainings on the high-level process, was started and the roll out process was completed in fiscal year 2024.

We aim to build a culture of respect for human rights in our work and business at the Group. We will continue to review and improve initiatives to identify and eliminate modern slavery and human trafficking from our Group businesses.

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 27 June 2025 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 31 July 2025.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

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31 July 2025
Hiroyuki Okuzawa
Daiichi Sankyo Co., Ltd.
Representative Director, President and CEO

Slavery and Human Trafficking Statement (Fiscal Year 2023)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2023 to 31 March 2024 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter the "Group") to help prevent modern slavery and human trafficking.
The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitment includes efforts towards the prohibition of modern slavery and human trafficking whilst upholding the United Nations Guiding Principles on Business and Human Rights as laid out in the UK Modern Slavery Act 2015.

1. The Group's Business and Supply Chain

   The Group operates in 30 countries/regions with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

   Daiichi Sankyo Co., Ltd. is the headquarters of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "sale of pharmaceutical products" as its principal business activity.

   The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities. These include contract research organizations (CROs) and professional services such as research and management, and sales agents. We promote "responsible supply chain management", which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking

- The Group has declared its commitment to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work and embed respect for human rights in their work.
- The Daiichi Sankyo Group Human Rights Policy (hereinafter the "Human Rights Policy") outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of Human Rights, Labour, the Environment and Anti-Corruption. In the Human Rights Policy, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code of Conduct, which requires business partners to ensure they continue act by prohibiting modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace. The Daiichi Sankyo Group Business Partner Management Guideline defines the appropriate management of corporate activities in transactions and relationships with business partners, in order to prevent and/or minimize risk that may be incurred by the Group in working with third parties including risk relevant to labor and respect for human rights.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Policy.

Specifically, we conduct a risk assessment questionnaire survey on a three year-cycle, for all Group companies conducting business operations. We identify potential human rights risks connected to our business operations, confirm the status of our efforts on the human rights issues related to these risks, and implement process improvements to mitigate these risks. The survey conducted in fiscal year 2020 included questions about the

dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels. In addition, to promote "responsible supply chain management", we identify categories of suppliers related to our business, and conduct human rights risk assessments, and monitor them through the contract period. A new business partner management process has implemented in fiscal year 2022, is operational and we have monitored more than 6000 business partners globally as of the end of fiscal year 2023. A "Sustainable Procurement Survey" has been run for our major business partners since fiscal year 2017, and is repeated on a three yearly cycle. We also conduct communications with our business partners to seek their understanding of our approach to sustainable procurement. The "Sustainable Procurement Survey" also includes questions regarding forced and child labour.

The following were our key initiatives in fiscal year 2023:

- Based on the risk assessment questionnaire survey results conducted in fiscal year 2020, we considered a management structure of human rights due diligence, and are in the process of formulating a procedure manual for human rights due diligence. We also made progress in preparing for the second risk assessment questionnaire survey.
- We prepared the questionnaires for the third "sustainable procurement survey" and started sending them out to global suppliers.
- An appointment has been made for a Human Rights Officer in Europe, who also collaborated with the Managing Director of DSE on a joint policy statement.
- In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights and Labour, Health and Safety, etc. If we obtain evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated appropriately in order to define the correct actions to mitigate the risk. To date (fiscal years

2020-2023), a total of 219 business partners have been assessed, approved and monitored, with no incidences of modern slavery or human trafficking identified.

4. Stakeholder Engagement

The Group considers it very important to obtain external opinions and best practices of other companies in promoting its human rights initiatives. We participated in the Human Rights Due Diligence Working Group of the Global Compact Network Japan to gain knowledge on human rights due diligence.

In fiscal year 2023, Takashi Fukuoka, Head of Global Corporate Strategy, who oversees the Group's human rights-related initiatives, attended the UNDP-organized CEO Round Table on Business and Human Rights*. He exchanged opinions and deepened his knowledge with domestic and international experts, an institutional investor, as well as CEOs and executives of leading companies.

*A round table session for companies' top managements organized by UNDP (United Nations Development Programme) under the support of the Japanese government.

5. Remedies

The Group has established and operates non-retaliation whistleblowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group with reporting and consulting being available in 19 languages, including Japanese and English, whenever a compliance-related question or issue arises. Allegations of non-compliance with human rights, including but not limited to forced labour in our supply chain, can be raised through these systems. The reporting systems also include counselling on harassment and we are committed to promptly investigating reports of misconduct or unethical activity/behaviours and human rights issues in the workplace through consultation with employees' line managers or colleagues. No issues related to modern slavery or human trafficking were reported in fiscal year 2023.

6. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain:

- Review of the risk assessment questionnaire survey result for entire Group about the status of addressing human rights issues
- Review of the "Sustainable Procurement Survey" result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

7. Training

The following are our training programmes related to human rights, conducted in fiscal year 2023:

- A message from the CEO was sent to all Group employees to remind them of the importance of Daiichi Sankyo's engagement in human rights issues.
- Training on human rights has been provided to major Group companies.
- The roll-out of the business partner management system to the affiliates of DSE, including trainings on the high-level process, was started and is planned to be completed in fiscal year 2024.

We aim to build a culture of respect for human rights in our work and business at the Group. We will continue to review and improve initiatives to identify and eliminate modern slavery and human trafficking from our Group businesses.

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 25 July 2024 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 31 July 2024.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

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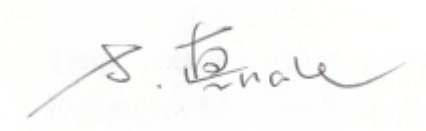

31 July 2024
Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Executive Chairperson and CEO

Slavery and Human Trafficking Statement (Fiscal Year 2022)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2022 to 31 March 2023 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter the "Group") to help prevent modern slavery and human trafficking.

The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitment includes upholding the United Nations Guiding Principles on Business and Human Rights that laid out in the UK Modern Slavery Act through our efforts towards the prohibition of modern slavery and human trafficking.

1. The Group's Business and Supply Chain

   The Group operates in 26 countries/regions with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

   Daiichi Sankyo Co., Ltd. is the headquarters of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "wholesale of pharmaceutical goods" as its principal business activity.

   The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities. These include contract research organizations (CROs) and professional services such as research and management, and sales agents. We promote "responsible supply chain management", which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking

- The Group has declared its commitment to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work and embed respect for human rights in their work.
- The Daiichi Sankyo Group Human Rights Policy (hereinafter the "Human Rights Policy") outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of Human Rights, Labour, the Environment and Anti-Corruption. In the Human Rights Policy, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code of Conduct, which requires business partners to ensure they continue act by prohibiting modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace. The Daiichi Sankyo Group Business Partner Management Guideline defines the appropriate management of corporate activities in transactions and relationships with business partners, in order to prevent and/or minimize risk that may be incurred by the Group in working with third parties including risk relevant to labor and respect for human rights.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Policy.

Specifically, we conduct a risk assessment questionnaire survey as a minimum on a three year-cycle, for all group companies conducting business operations. We identify potential human rights risks connected to our business operations, confirm the status of our efforts on the human rights issues related to these risks, and implement process improvements to mitigate these risks. The survey conducted in fiscal year 2020 included

questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels.
In addition, to promote "responsible supply chain management", we identify categories of suppliers related to our business, and conduct human rights risk assessments, and monitor them through the contract period. A "Sustainable Procurement Survey" has been running for our major business partners since fiscal year 2017, and is repeated on a three yearly cycle. We also conduct communications with our business partners to seek their understanding of our approach to sustainable procurement. The "Sustainable Procurement Survey" also includes questions regarding forced and child labour.

The following were our key initiatives in fiscal year 2022:

- Based on the risk assessment questionnaire survey results conducted in fiscal year 2020, we considered management structure of human rights due diligence, and are in the process of formulating a procedure manual for human rights due diligence.
- The second "Sustainable Procurement Survey" was conducted for our 403 major business partners beginning in fiscal year 2020. We have reviewed 399 responses and conducted communication with 20 target partners based on survey results as of the end of fiscal year 2022. No issues related to modern slavery or human trafficking were reported in this survey.
- In fiscal year 2021, the Group introduced a new business partner management process to manage risks related to human rights in Japan. During fiscal year 2022, the Group has introduced this process in DSI/ARI, DSE, ASCA * to have a globally unified business partner risk management process in place.
- In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights & Labour, Health & Safety, etc. If we obtain

evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated appropriately in order to define the correct actions to mitigate the risk. To date (fiscal years 2020, 2021 and 2022), a total of 171 business partners have been assessed and monitored with no incidences of modern slavery or human trafficking identified.
*ASCA: Asia, South and Central America

4. Stakeholder Engagement

The Group considers it very important to obtain external opinions and best practices of other companies in promoting its human rights initiatives. We participated in the Human Rights Due Diligence Working Group of the Global Compact Network Japan to gain knowledge on human rights due diligence.
In fiscal year 2022, we also participated in the United Nations Development Programme B+HR Academy, where personnel in charge of human rights-related operations shared insights on how to advance human rights due diligence, and through a dialogue with experts in Japan and overseas in the individual guidance session, deepened our knowledge on how to identify important human rights issues.

5. Remedies

The Group has established and operates non-retaliation whistleblowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group with reporting and consulting being available in 19 languages, including Japanese and English, whenever a compliance-related question or issue arises. Allegations of non-compliance, including but not limited to forced labour in our supply chain, can be raised through these systems. The reporting systems also include counselling on harassment and we are committed to promptly investigating reports of misconduct or unethical activity/behaviours and human rights issues in the workplace through consultation with employees' line managers or colleagues or through the Hotline. No issues related to modern slavery or human trafficking were reported in fiscal year 2022.

6. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain:

- Review of the risk assessment questionnaire survey result for entire Group about the status of addressing human rights issues
- Review of the "Sustainable Procurement Survey" result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

7. Training

The following are our training programmes related to human rights, conducted in fiscal year 2022:

- A message from the CEO was sent to all Group employees to remind them of the importance of Daiichi Sankyo's engagement in human rights issues.
- Training on human rights has been provided to entire Group.
- Training on the business partner management system has been rolled out in ASCA.
- Training on procurement compliance rolled out to all relevant employees in charge of procurement operations in Japan.
- Training on business and human rights for management has been conducted in Japan.

We aim to build a culture of respect for human rights in our work and business at the Group. We will continue to review and improve initiatives to identify and eliminate modern slavery and human trafficking from our Group businesses.

This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 19 June 2023 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 30 June 2023.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

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30 June 2023
Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Executive Chairperson and CEO

Slavery and Human Trafficking Statement (Fiscal Year 2021)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2021 to 31 March 2022 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter the "Group") to help prevent modern slavery and human trafficking.
The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitment includes the prohibition of modern slavery and human trafficking.

1. The Group's Business and Supply Chain
   The Group operates in 26 countries with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs."

   Daiichi Sankyo Co., Ltd. is the headquarters of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "wholesale of pharmaceutical goods" as its principal business activity.

   The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities (including contract research organizations (CROs) and professional services such as research and management, and sales agents), and we promote "responsible supply chain management", which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking
   - The Group has declared its commitment to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies

the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work and embed respect for human rights in their work.

- The Daiichi Sankyo Group Human Rights Policy (hereinafter the "Human Rights Policy") outlines our approach to human rights and further describes our commitment to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of human rights, labour, the environment and anti-corruption. In the Human Rights Policy, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code of Conduct, which requires business partners to prohibit modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Policy.

Specifically, we achieve this by firstly identifying potential human rights risks connected to our business operations, then confirming the status of our efforts on the human rights issues related to these risks, and after that attaining process improvements.

In addition, to promote "responsible supply chain management", we identified categories of suppliers related to our business, and have been conducting human rights risk assessments, and monitoring them through the contract period.

The following were our key initiatives in fiscal year 2021:

- In fiscal year 2021, we conducted feedback on the risk assessment questionnaire survey which was carried out in fiscal year 2020 for all group companies conducting business operations, and it included

questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels. We have shared the group-wide assessment results with Group companies and checked for the items that require confirmation of each company's responses.

- Since fiscal year 2017, we have been conducting a "Sustainable Procurement Survey" for our major business partners, which takes three years as one cycle, and communication activities to seek their understanding of our approach to sustainable procurement. The "Sustainable Procurement Survey" also includes questions regarding forced labour and child labour. The second survey has been implemented since fiscal year 2020. We updated the questionnaire and conducted the survey targeting 403 major business partners and we have reviewed 386 responses as of the end of fiscal year 2021. No issues related to modern slavery or human trafficking were reported in this survey.
- In Fiscal year 2021, the Group has since introduced a new business partner management program to manage risks related to human rights in Japan. The Group is in the process of introducing this program in Europe to have a unified global due diligence process in place.
- In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights & Labour, Health & Safety, etc. If we obtain evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated to the appropriate instance in order to define the appropriate actions to mitigate the risk. To date (fiscal year 2020 and 2021), a total of 97 business partners have been assessed and monitored with no incidences of modern slavery identified.

4. Remedies

The Group has established and operates non-retaliation whistle-blowing systems such as a global hotline, which is available to individuals outside the Group as well as employees of the Group for reporting and consultation in 19 languages, including Japanese and English. Allegations of non-compliance, including but not limited to forced labour regarding procurement, can be raised through these systems. The reporting systems also include counselling on harassment and are designed for reporting and discussing human rights issues in the workplace. In fiscal year 2021, there were no reports of identified issues related to modern slavery and human trafficking.

5. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain.

- Review of the survey result for Group companies about the status of addressing human rights issues
- Review of the "Sustainable Procurement Survey" result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

6. Training

The following are our training programmes related to human rights, conducted in fiscal year 2021

- Training on human rights has been completed globally.
- Training on the business partner management system has been completed in Europe.
- Training on procurement compliance has been completed for employees in charge of procurement operations in Japan.

We aim to build a culture of respect for human rights in our work and business at the Group, and embedding this approach is an ongoing process of continuous improvement.

This statement was approved by the Board of Directors of Daiichi Sankyo UK

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Ltd. on 21 June 2022 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 27 June 2022.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

27 June 2022
Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Member of the Board, President and CEO

Slavery and Human Trafficking Statement (Fiscal Year 2020)

This statement is made in accordance with Section 54(1) of the United Kingdom Modern Slavery Act 2015. This statement covers the fiscal year from 1 April 2020 to 31 March 2021 disclosing the steps taken by the Daiichi Sankyo Group (hereinafter "the Group") to help prevent modern slavery and human trafficking.
The Group strongly recognizes the need to promote respect for human rights in our business activities and supply chain and is committed to acting with respect for human rights. Our commitments include the prohibition of modern slavery and human trafficking.

1. The Group's Business and Supply Chain
   The Group operates in 24 countries with a mission "To contribute to the enrichment of quality of life around the world through the creation of innovative pharmaceuticals, and through the provision of pharmaceuticals addressing diverse medical needs".

   Daiichi Sankyo Co., Ltd. is the headquarter of the Group, established in Japan and listed on the Tokyo Stock Exchange. Daiichi Sankyo UK Ltd. is a private limited company of the Group, established in the United Kingdom with "wholesale of pharmaceutical goods" as its principal business activity.

   The Group's supply chain consists of suppliers of raw materials (such as active pharmaceutical ingredients, sub-materials and packaging materials), formulations, products and equipment related to our products, as well as suppliers of services related to our business activities (including contract research organizations (CROs) and professional services such as research and management, and sales agents), and we promote "responsible supply chain management", which is important to our business.

2. Policy Regarding Modern Slavery and Human Trafficking
   - The Group has declared its commitments to respect human rights in the Daiichi Sankyo Group Corporate Conduct Charter that specifies

the corporate principles of conduct, as well as in the Daiichi Sankyo Group Employee Code of Conduct that specifies the principles by which all executives and employees including contractors are expected to conduct their work.

- The Daiichi Sankyo Group Human Rights Policy (hereinafter "the Human Rights Policy") outlines our approach to human rights and further describes our commitments to respect international norms and principles, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Daiichi Sankyo Co., Ltd. is also a signatory to the United Nations Global Compact and supports the 10 principles covering the 4 areas of human rights, labour, the environment and anti-corruption. In the Human Rights Policy, we have expressed our commitment to enhance respect for human rights in accordance with the Business Partner Code of Conduct, which requires business partners to prohibit modern slavery including forced labour and child labour. Likewise, we have committed to address human rights issues including forced labour and child labour in our workplace.

3. Risk Assessment and Human Rights Due Diligence Process

The Group is committed to conducting human rights due diligence based on risk assessment in order to prevent modern slavery and human trafficking in line with the Human Rights Policy.

Specifically, we achieve this by firstly identifying potential human rights risks connected to our business operations, then confirming the status of our efforts on the human rights issues related to these risks, and after that attaining process improvements.

In addition, to promote "responsible supply chain management", we identified categories of suppliers related to our business, and have been conducting human rights risk assessments, and monitoring them through the contract period.

The following were our key initiatives in fiscal year 2020:

- We established The Human Rights Policy in June 2020, after approval by the Daiichi Sankyo Co., Ltd.'s Board of Directors.
- In fiscal year 2020, a questionnaire survey was conducted for all

group companies conducting business operations, and it included questions about the dissemination of human rights policies, status of addressing human rights issues, stakeholder engagement and the operation of reporting channels. No issues related to forced labour or child labour were identified through the survey. Human rights issues covered by the survey include forced labour and human trafficking, child labour, discrimination, freedom of association and collective bargaining rights, working hours, wage and employment contract, inhumane treatment, privacy, negative impact on local communities, health and safety and considerations for human rights in research and development.

- Since fiscal year 2017, we have been conducting a "CSR Self-Assessment Questionnaire Survey" for our major business partners, which takes three years as one cycle, and communication activities to seek their understanding of our approach to sustainable procurement. The "CSR Self-Assessment Questionnaire Survey" also includes questions regarding forced labour and child labour. Fiscal year 2020 was the first year of the second survey. We updated the questionnaire and conducted the survey targeting 403 major business partners and we are in process of collecting their answers.
- In fiscal year 2020, the Group introduced a new business partner management program in Japan, and risks related to human rights are also taken care of through the program.
- In addition, to promote socially responsible procurement practices by Group companies in Europe, a business partner management system was introduced, and the inherent risk of significant business partners for direct materials, indirect services and other business partners identified as critical were assessed based on the answers they provided. Information collected includes, but is not limited to, Anti-Bribery/Anti-Corruption, Human Rights & Labour, Health & Safety, etc. If we obtain evidence that a business partner has deviated from their CSR commitment, the case is analyzed and escalated to the appropriate instance in order to define the appropriate actions to mitigate the risk. In fiscal year 2020, a total of 73 business partners have been assessed and monitored with no adverse findings.

4. Remedies

The Group has established and operates whistle-blowing systems for our Group companies according to the circumstances in specific countries and regions. Allegations of non-compliance, including but not limited to forced labour regarding procurement, can be raised through these systems. The reporting systems also include counselling on harassment and are designed for reporting and discussing human rights issues in the workplace.

5. Evaluation of Effectiveness of the Preventive Measures

The Group implements the following activities to monitor the effectiveness of measures taken to prevent modern slavery and human trafficking in our business and supply chain.

- Review of the survey result for group companies about the status of addressing human rights issues
- Review of the "CSR Self-Assessment Questionnaire Survey" result collected from our business partners
- Monitor modern slavery and human trafficking related concerns raised through the whistle-blowing systems

6. Training

The following is our training program related to human rights, conducted in fiscal year 2020

- General compliance training including certain aspects of human rights has been issued within group companies in the United States.
- A training on the German Equal Treatment Act for people managers for Group companies in Europe (Germany)
- E-learning trainings for all Group companies in Japan
  - An e-learning training on human rights policy
  - An e-learning training on harassment at workplace
  - An e-learning training to understand LGBT
- A training session for employees in charge of procurement operations, including employees of Group companies in Japan, with the purpose of ensuring procurement compliance

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This statement was approved by the Board of Directors of Daiichi Sankyo UK Ltd. on 23 August 2021 and the Board of Directors of Daiichi Sankyo Co., Ltd. on 31 August 2021.
Daiichi Sankyo UK Ltd. has delegated its signature on this statement to Daiichi Sankyo Co., Ltd.

31 August 2021

Sunao Manabe
Daiichi Sankyo Co., Ltd.
Representative Director, Member of the Board, President and CEO