



Notice regarding introduction of a Restricted Stock Compensation Plan for Vice Presidents

OSAKA, Japan, April 22, 2024 - Shionogi & Co., Ltd. (Head Office: Osaka, Japan; Chief Executive Officer: Isao Teshirogi, Ph.D.; hereafter "Shionogi") announced that, at the meeting of its Board of Directors held on March 2024, it was decided to introduce the restricted stock compensation plan (hereinafter "the Plan"), which was introduced in 2018 for Shionogi's Executive Directors, to the Vice Presidents.

1. Overview of the plan

The "medium-term performance-linked stock compensation" that has been introduced for Shionogi's Executive Directors excluding outside directors will be introduced to the Vice Presidents. In addition, the same will apply to executive officers who have already introduced "long-term stock compensation". The reasonably expected total amount of stock compensation for the eligible persons is approximately 250 million yen.

2. Purpose of introduction

In the medium-term business plan STS2030 Revision, Shionogi aims to accelerate growth through global expansion, to achieve "global top-line growth and establishment of growth drivers through aggressive investment, especially in the infectious disease area". The purpose of introducing medium-term performance-linked stock compensation is to provide an incentive for sustainable growth in corporate value, thereby encouraging executives and employees to come together and further link compensation to medium- to long-term performance, thereby promoting shared value with shareholders.

We will soon share more information about the system once we determine them.

Forward-Looking Statements

This announcement contains forward-looking statements. These statements are based on expectations in light of the information currently available, assumptions that are subject to risks and uncertainties which could cause actual results to differ materially from these statements. Risks and uncertainties include general domestic and international economic conditions such as general industry and market conditions, and changes of interest rate and currency exchange rate. These risks and uncertainties particularly apply with respect to product-related forward-looking statements. Product risks and uncertainties include, but are not limited to, completion and discontinuation of clinical trials; obtaining regulatory approvals; claims and concerns about product safety and efficacy; technological advances; adverse outcome of important litigation; domestic and foreign healthcare reforms and changes of laws and regulations. Also for existing products, there are manufacturing and marketing risks, which include, but are not limited to, inability to build production capacity to meet demand, lack of availability of raw materials and entry of competitive products. The company disclaims any intention or obligation to update or revise any forward-looking statements whether as a result of new information, future events or otherwise.

For Further Information, Contact:

SHIONOGI Website Inquiry Form : <https://www.shionogi.com/global/en/contact.html>