

December 9, 2025

Trade name: Noevir Holdings Co., Ltd.
Listing: Tokyo Stock Exchange, Prime Market (Securities Code: 4928)
URL: <https://www.noevirholdings.co.jp/english/>
Representative: Takashi Okura, President and CEO
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Changes among Representative Director, Directors, Audit & Supervisory Board Members, and Executive Officers

At the Annual General Meeting of Shareholders and Board of Directors' meeting of Noevir Holdings Co., Ltd., the Company decided to make the following personnel changes among Representative Director, Directors, Audit & Supervisory Board Members, and Executive Officers.

1. Change among Representative Director (As of December 9, 2025)

Reason for the change

To strengthen the management structure.

Details of the change (Additional appointment)

| | New title | Former title |
|---------------|--|-------------------|
| Ikkou Yoshida | Vice President and Representative Director | Managing Director |

Profile of New Representative Director

| Name (Date of birth) | Career history | Number of the Company's shares held |
|----------------------------------|---|---|
| Ikkou Yoshida (June 10, 1957) | January 1982 Joined Noevir Co., Ltd. December 2007 Director, General Manager of Management Strategy Department, Head of the Public & Investor Relations Department December 2009 Director and Senior Executive Officer, General Manager of Management Strategy Department March 2011 Retired as Director Director and Senior Executive Officer, General Manager of Management Strategy Department, Noevir Holdings Co., Ltd. December 2013 Director and Senior Executive Officer, General Manager of Management Strategy Department, General Manager of Public & Investor Relations Department December 2014 Director, Management Strategy and Public & Investor Relations September 2021 Managing Director, Administrative December 2022 Managing Director of Noevir Holdings Co., Ltd. December 2025 Vice President and Representative Director (current) | 3,847 shares |

2. Noevir Holdings Co., Ltd.: Directors and Executive Officers (As of December 9, 2025)

Directors

| | New title | Former title |
|-------------------|---|---|
| Hiroshi Okura | Chairman and Representative Director | Chairman and Representative Director |
| Takashi Okura | President and CEO | President and CEO |
| Ikkou Yoshida | Vice President and Representative Director | Managing Director |
| Takeshi Okura | Managing Director | Director Internal Audit |
| Kouzou Matsushita | Director (President and CEO of TOKIWA Pharmaceutical Co., Ltd.) | President and CEO of TOKIWA Pharmaceutical Co., Ltd. |
| Akihiro Keyari | Director (President and CEO of Noevir Co., Ltd.) | President and CEO of Noevir Co., Ltd. |
| Ryo Tsuchida | Outside Director | Outside Director |
| Maho Kinami | Outside Director | Outside Director |
| Emima Abe | Outside Director | Outside Director |
| Mari Ishimitsu | Outside Director | Outside Director |
| Haruhi Kuroda | Outside Director | Outside Director |
| Emi Kanagasaki | Outside Director | Outside Director |
| Mari Tomita | Outside Director | Outside Director |

Audit & Supervisory Board Members

| | New title | Former title |
|-----------------|---|---|
| Takashi Oyama | Audit & Supervisory Board Member | Audit & Supervisory Board Member |
| Kazuya Sugimoto | Outside Audit & Supervisory Board Member | Outside Audit & Supervisory Board Member |
| Kayo Sato | Outside Audit & Supervisory Board Member | Outside Audit & Supervisory Board Member |

Executive Officers

| | New title | Former title |
|------------------|---|---|
| Makoto Hashimoto | Executive Officer Human Resources | Executive Officer Human Resources |
| Mitsuyoshi Hanyu | Executive Officer Accounting | Executive Officer Accounting |
| Kazuya Ayukawa | Executive Officer Management Strategy and Public & Investor Relations | Executive Officer Management Strategy and Public & Investor Relations |
| Tatsuyuki Tanaka | Executive Officer Corporate and Legal Affairs | Executive Officer Corporate and Legal Affairs |