November 10, 2026


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| 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 |
| Contact: | Tatsuyuki Tanaka, Executive Officer, Corporate and Legal Affairs |
| | Tel. +81-3-6731-2327 |


# Changes in Representative Directors, Directors, Audit & Supervisory Board Members, Executive Officers, and General Managers of the Company and Subsidiary Companies

The Company decided to make the following personnel changes in Representative Directors, Directors, Audit & Supervisory Board Members, Executive Officers, and General Managers of the company and two subsidiary Companies.
This matter is scheduled to be officially decided at the 16th Annual General Meetings of Shareholders, to be held on December 9, 2026, and at the subsequent meetings of the Board of Directors and the Audit & Supervisory Board.
For the two operating subsidiaries, this matter is scheduled to be officially decided at each company's Annual General Meeting of Shareholders and the subsequent meeting of its Board of Directors, to be held on November 25, 2026.

**Noevir Holdings Co., Ltd. (As of December 9, 2026)**

## 1. Change among Representative Directors

***Reason for the change***
To strengthen the management structure.

***Details of the change***

| Name | New title | Current title |
|---|---|---|
| Hiroshi Okura | Chairman | Chairman and Representative Director |
| Takeshi Okura | Vice President and Representative Director | Managing Director |
| Ikkou Yoshida | Audit & Supervisory Board Member | Vice President and Representative Director |

Mr.Ikkou Yoshida is scheduled to retire as a Director upon the conclusion of the 16th Annual General Meeting of Shareholders scheduled to be held on December 9, 2026 and to assume the position of Audit & Supervisory Board Member.

***Profile of New Representative Director***

| Name (Date of birth) | Career history | | Number of the Company's shares held |
|---|---|---|---|
| Takeshi Okura (July 24, 1995) | September 2021 | Joined Noevir Holdings Co., Ltd.; Executive Officer, Internal Audit | 10,000 shares |
| | December 2023 | Director | |
| | December 2025 | Managing Director of Noevir Holdings Co., Ltd. (current) | |

**2. Directors, Audit & Supervisory Board Members, Executive Officers, and General Managers**

***Directors***

| Name | New title | Current title |
|---|---|---|
| Hiroshi Okura | Chairman | Chairman and Representative Director |
| Takashi Okura | President and CEO | President and CEO |
| Takeshi Okura | Vice President and Representative Director | Managing Director |
| Kazuya Ayukawa | Managing Director | Executive Officer<br>Management Strategy and Public & Investor Relations |
| Kouzou Matsushita | Director<br>President and CEO of TOKIWA Pharmaceutical Co., Ltd. | Director<br>President and CEO of TOKIWA Pharmaceutical Co., Ltd. |
| Akihiro Keyari | Director<br>President and CEO of Noevir Co., Ltd. | Director<br>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***

| Name | New title | Current title |
|---|---|---|
| Ikkou Yoshida | Audit & Supervisory Board Member | Vice President and Representative Director |
| Kayo Sato | Outside Audit & Supervisory Board Member | Outside Audit & Supervisory Board Member |
| Yoshiki Watanabe | Outside Audit & Supervisory Board Member | — |

***Retiring Audit & Supervisory Board Members***

| Name | Current title |
|---|---|
| Takashi Oyama | Audit & Supervisory Board Member |
| Kazuya Sugimoto | Outside Audit & Supervisory Board Member |

***Executive Officers***

| Name | New title | Current title |
|---|---|---|
| Makoto Hashimoto | Executive Officer<br>Human Resources | Executive Officer<br>Human Resources |
| Tatsuyuki Tanaka | Executive Officer<br>Corporate and Legal Affairs | Executive Officer<br>Corporate and Legal Affairs |
| Junya Baba | Executive Officer<br>Accounting | General Manager<br>Accounting |

***Retiring Executive Officers***

| Name | Current title |
|---|---|
| Mitsuyoshi Hanyu | Executive Officer<br>Accounting |
| Kazuya Ayukawa | Executive Officer<br>Management Strategy and Public & Investor Relations |

Mr. Kazuya Ayukawa is scheduled to be appointed as Managing Director at the 16th Annual General Meeting of Shareholders, scheduled to be held on December 9, 2026, and the subsequent meeting of the Board of Directors.

***General Managers*** **(As of November 25, 2026)**

| Name | New title | Current title |
|---|---|---|
| Chiharu Uranaka | General Manager<br>Management Strategy | Manager<br>Management Strategy |
| Takahiro Miyoshi | General Manager<br>Human Resources | Manager<br>Human Resources(Kobe) |

**Noevir Co., Ltd. (As of November 25, 2026)**

**1.** ***Change among Representative Director (Additional appointment)***

| Name | New title | Current title |
|---|---|---|
| Motonao Sugimasa | Vice President and Representative Director | Director<br>East Asia Business Development and Market Development Department |

**2.** ***Directors***

| Name | New title | Current title |
|---|---|---|
| Akihiro Keyari | President and CEO | President and CEO |
| Masanao Nakao | Vice President and Representative Director | Vice President and Representative Director |
| Tetsuo Shoji | Vice President and Representative Director | Vice President and Representative Director |
| Motonao Sugimasa | Vice President and Representative Director | Director<br>East Asia Business Development and Market Development |
| Taizo Seki | Managing Director CTO | Director CTO<br>Plant Material, New Business, Satellite Research Center & Industry-Academia Collaboration |
| Naoya Sasaki | Director<br>Human Resources and Corporate Affairs | Director<br>Human Resources and Corporate Affairs |
| Chisato Takayanagi | Director<br>Domestic Business Development | Director<br>Domestic Business Development |
| Seiji Kurita | Director<br>Intellectual Property and Quality Assurance | Director<br>Intellectual Property and Quality Assurance &<br>Pharmaceuticals and Health Foods Product Development |
| Ryo Minato | Director | Director<br>North America Business Development |
| Nobuyuki Miyachi | Director<br>Noevir Group Research Laboratory | General Manager<br>Noevir Group Research Laboratory |

***Retiring Director***

| Name | Current title |
|---|---|
| Yasuo Kaiden | Chairman |

**TOKIWA Pharmaceutical Co., Ltd. (As of November 25, 2026)**

**1. *Change among Representative Director (Additional appointment)***

| Name | New title | Current title |
|---|---|---|
| Hideyuki Kanda | Vice President and Representative Director | Director<br>Pharmaceuticals and Health Foods Division |

**2. *Directors***

| Name | New title | Current title |
|---|---|---|
| Kouzou Matsushita | President and CEO | President and CEO |
| Masao Tainaka | Vice President and Representative Director | Vice President and Representative Director |
| Hideyuki Kanda | Vice President and Representative Director | Director<br>Pharmaceuticals and Health foods Division |
| Ryosuke Arai | Director<br>NOV Division | Director<br>NOV Division |
| Tatsuya Kusaka | Director<br>SANA Division | Director<br>SANA Division |
| Kanade Tajima | Director<br>Product Planning | Director<br>Product Planning |
| Hiroyuki Nakajima | Director<br>President and CEO of TOKIWA Medical Service Co., Ltd. | Director<br>President and CEO of TOKIWA Medical Service Co., Ltd. |
| Nobuyuki Kurosawa | Director<br>Pharmaceuticals and Health foods Division | Manager<br>Sales Promotion Section, Healthcare Sales & Marketing, Pharmaceuticals and Health Foods Division |
| Mitsuo Morimoto | Director<br>Human Resources and Corporate Affairs | Noevir Holdings Co., Ltd.<br>General Manager<br>Human Resources |

***Retiring Directors***

| Name | Current title |
|---|---|
| Masataka Nakano | Chairman |
| Kazuki Nakata | Director Human Resources and Corporate Affairs |