



March 5, 2026

To Whom It May Concern

Company Name: Sawai Group Holdings Co., Ltd.
Representative: Mitsuo Sawai
President and Representative
Director
(Securities Code: 4887 Prime Market of Tokyo Stock Exchange)
Contact: Yasushi Kora
Deputy General Manager
Group Finance Department
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Notice Regarding Changes in Representative Directors and Corporate Officers at a Subsidiary

Sawai Group Holdings Co., Ltd. (hereinafter the “Company”) hereby announces that, at the Board of Directors meeting held on March 5, 2026, it resolved to implement personnel changes in the Representative Directors and Corporate Officers of Sawai Pharmaceutical Co., Ltd. (hereinafter “Sawai Pharmaceutical”), a consolidated subsidiary of the Company. The details are as follows.

1. Changes in Representative Directors of Sawai Pharmaceutical (As of April 1, 2026)

(1) Details of the Change

Name	New Position (As of April 1, 2026)	Current Position
Toshiomi Nakate	Representative Director, President	Director, Senior Executive Officer, Senior Vice President of Reliability Assurance Division, Chief Medical Information Service Management Officer
Motohiko Kimura	Director, Assistant to the President	Representative Director, President

(2) Reasons for the Changes

As a result of continued discussions within the management team, including outside directors, regarding the executives' retirement system and terms of office, and as we have entered the execution phase of our planned successor development program, we have also begun to see the results of efforts made during the former President's tenure to reform our corporate culture and further strengthen our production foundation. At this stage, we consider it an appropriate time to place even greater emphasis on building trust in our products. Accordingly, we have decided to rejuvenate the management team and renew the management structure.

2. Executive Personnel Changes of Sawai Pharmaceutical (As of April 1, 2026)

(1) Changes in Responsibilities of Directors

Name	New Position (As of April 1, 2026)	Current Position
Kenzo Sawai	Director	Director, Vice Chairman
Shoji Yokota	Director, Senior Managing Executive Officer, Assistant to the President	Director, Senior Managing Executive Officer, Senior Vice President of Research & Development Division
Taku Nakaoka	Director, Senior Executive Officer, Chief Corporate Planning Department Officer, Chief Controller Department Officer, Chief Legal and Compliance Department Officer, Chief Sustainability Management Department Officer	Director, Senior Executive Officer, Chief Corporate Planning Department Officer, Chief Controller Department Officer, Chief Legal and Compliance Department Officer, Chief Sustainability Management Department Officer, General Manager of the Corporate Planning Department

(2) Changes in Responsibilities of Corporate Officers

Name	New Position (As of April 1, 2026)	Current Position
Nobuko Sugimoto	Senior Executive Officer, Assistant to the President	Senior Executive Officer Chief Intellectual Property Officer, General Manager of Intellectual Property Department
Seiji Nishimura	Senior Executive Officer, Assistant to the President	Senior Executive Officer, Senior Vice President of Sales Division
Masayuki Kanemitsu	Executive Officer, Deputy Senior Vice President of Manufacturing Division, Factory Manager, Sanda Factory	Executive Officer Deputy Senior Vice President of Manufacturing Division, Factory Manager, Kyushu Factory, Supervisor, Daini Kyushu Factory
Toyohiro Sawada	Executive Officer, Senior Vice President of Research & Development Division	Executive Officer, Deputy Senior Vice President of Research & Development Division, Chief New Product Planning Officer, Chief Product Strategy Officer, General Manager, New Product Planning Department, General Manager, Product Strategy Department
Kazuhisa Adachi	Executive Officer, Senior Vice President of Reliability Assurance Division, Chief Medical Information Service Management Officer	Corporate Officer Deputy Senior Vice President of Reliability Assurance Division, Marketing Director (Pharmaceuticals and Medical Devices)

Name	New Position (As of April 1, 2026)	Current Position
Yoshiomi Kunihiro	Corporate Officer, Chief External Affairs Officer	Corporate Officer, Chief External Affairs Officer, General Manager, External Affairs Department
Koji Takeda	Corporate Officer, Chief Information Systems Officer	Corporate Officer, Chief Information Systems Officer, General Manager, Information Systems Department
Ichiro Takahashi	Corporate Officer, Chief Human Resources Department Officer, Chief General Affairs Department Officer, Chief Brand Communications Department Officer	Corporate Officer, Chief Human Resources Department Officer, Chief General Affairs Department Officer, Chief Brand Communications Department Officer, General Manager, General Affairs Department, General Manager, Brand Communications Department
Yoshiki Ozawa	Corporate Officer, Deputy Senior Vice President of Reliability Assurance Division, Marketing Director (Pharmaceuticals and Medical Devices)	Corporate Officer, Chief Regulatory Affairs Department Officer, General Manager, Regulatory Affairs Department

(3) New Corporate Officers

Name	New Position (As of April 1, 2026)	Current Position
Katsumi Tanaka	Corporate Officer, Chief Product Strategy Officer, General Manager, Product Strategy Department	Deputy General Manager, Product Strategy Department
Hiroki Tada	Corporate Officer, Senior Vice President of Sales Division, General Manager, Sales Generalization Department	Deputy Senior Vice President of Sales Division, General Manager, Tokyo Daiichi Branch

3. Executive Personnel Changes of Sawai Pharmaceutical (As of June 25, 2026)

(1) New Directors

Name	New Position (As of June 25, 2026)	Current Position (As of April 1, 2026)
Kazuhisa Adachi	Director, Executive Officer Senior Vice President of Reliability Assurance Division, Chief Medical Information Service Management Officer	Executive Officer Senior Vice President of Reliability Assurance Division, Chief Medical Information Service Management Officer

(2) Retirement of Directors *

Name	New Position (As of June 25, 2026)	Current Position (As of April 1, 2026)
Shoji Yokota	Executive Advisor	Director, Senior Managing Executive Officer Assistant to the President
Motohiko Kimura	Executive Advisor	Director, Assistant to the President
Kenzo Sawai	Executive Advisor	Director

(3) Retirement of Corporate Officers *

Name	New Position (As of June 25, 2026)	Current Position (As of April 1, 2026)
Nobuko Sugimoto	Advisor	Senior Executive Officer Assistant to the President
Seiji Nishimura	Advisor	Senior Executive Officer Assistant to the President

*Personnel changes for (2) Retirement of Directors and (3) Retirement of Corporate Officers are as planned as of the announcement date.

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