



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 Jun Tsujii
 General Manager
 Group Finance Department
 (Telephone Number: +81-6-6105-5823)

Notice Regarding Personnel Changes in Directors and Corporate Officers

Sawai Group Holdings Co., Ltd. (hereinafter the “Company”) hereby announces that, at the meeting of the Board of Directors held on March 5, 2026, it resolved to implement personnel changes in Directors and Corporate Officers as well as changes in their assigned duties, as detailed below.

The appointment of the newly nominated Directors is subject to approval at the Company’s Fifth Annual General Meeting of Shareholders scheduled for June 25, 2026.

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

(1) Changes in Responsibilities of Directors

| Name | New Position (As of April 1, 2026) | Current Position |
|--------------|---|---|
| Shoji Yokota | Director, Senior Managing Executive Officer, Assistant to the President | Director Senior Managing Executive Officer, Group Chief Research & Development Officer (Group CRO) |

(2) Changes in Responsibilities of Corporate Officers

| Name | New Position (As of April 1, 2026) | Current Position |
|-----------------|--|---|
| Motohiko Kimura | Senior Managing Executive Officer, Assistant to the President | Senior Managing Executive Officer |
| Toshiomi Nakate | Senior Managing Executive Officer | Senior Executive Officer, Group Chief Quality & Safety Officer (Group CQO) |
| Taku Nakaoka | Senior Executive Officer, Group Chief Corporate Planning Officer, Group Chief Financial Officer, Group Chief Compliance Officer, Group Chief Sustainability Officer, Group Deputy Chief Human Resource Officer | Senior Executive Officer, Group Chief Corporate Planning Officer, Group Chief Financial Officer, Group Chief Compliance Officer, Group Chief Sustainability Officer, General Manager, Group Corporate Planning Department |

| Name | New Position (As of April 1, 2026) | Current Position |
|------------------|---|--|
| Nobuko Sugimoto | Senior Executive Officer, Assistant to the President | Senior Executive Officer Group Chief Intellectual Property Officer (Group CIPO) |
| Seiji Nishimura | Senior Executive Officer, Assistant to the President | Senior Executive Officer Group Chief Marketing Officer (Group CMO) |
| Toyohiro Sawada | Executive Officer, Group Chief Research & Development Officer (Group CRO) | Executive Officer, Group Chief Product Strategy Officer (Group CPSO), General Manager, Group Product Strategy Department, Group Deputy Chief Research & Development Officer |
| Koji Takeda | Corporate Officer, Group Chief Digital Transformation Officer (Group CDXO), Deputy Chief Branding Officer | Corporate Officer, Group Chief Digital Transformation Officer (Group CDXO), General Manager, Group Information Technology Department |
| Ichiro Takahashi | Corporate Officer, Group Chief Human Resource Officer, Group Chief General Affairs Officer, Chief Branding Officer, Group Deputy Chief Sustainability Officer | Corporate Officer, Group Chief Human Resource Officer, Group Chief General Affairs Officer, Chief Branding Officer, General Manager, Group General Affairs Department, General Manager, Brand Communications Department |

(3) New Corporate Officers

| Name | New Position (As of April 1, 2026) | Current Position |
|-----------------|--|--|
| Kazuhisa Adachi | Executive Officer, Group Chief Quality & Safety Officer (Group CQO) | |
| Katsumi Tanaka | Corporate Officer, Group Chief Product Strategy Officer (Group CPSO), General Manager, Group Product Strategy Department | Deputy General Manager, Group Product Strategy Department |
| Hiroki Tada | Corporate Officer, Group Chief Marketing Officer (Group CMO) | |

2. Executive Personnel Changes (As of June 25, 2026)

(1) New Directors

| Name | New Position (As of June 25, 2026) | Current Position (As of April 1, 2026) |
|-----------------|--|---|
| Toshiomi Nakate | Director, Senior Managing Executive Officer | Senior Managing Executive Officer |
| Taku Nakaoka | Director, Senior Executive Officer, Group Chief Corporate Planning Officer, Group Chief Financial Officer, Group Chief Compliance Officer, Group Chief Sustainability Officer, Group Deputy Chief Human Resource Officer | Senior Executive Officer, Group Chief Corporate Planning Officer, Group Chief Financial Officer, Group Chief Compliance Officer, Group Chief Sustainability Officer, Group Deputy Chief Human Resource Officer |

(2) Retirement of Directors

| Name | New Position (As of June 25, 2026) | Current Position (As of April 1, 2026) |
|--------------|------------------------------------|---|
| Shoji Yokota | | Director, Senior Managing Executive Officer, Assistant to the President |

(3) Retirement of Corporate Officers

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

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