

December 10, 2025

Company Name: HEALIOS K.K.
Representative: Hardy TS Kagimoto, Chairman & CEO
(TSE Growth Code: 4593)
Contact: Richard Kincaid, Executive Officer CFO
(TEL: 03-4590-8009)

Announcement of Changes in Management and Organization

HEALIOS K.K. (“Healios”) announces the following changes in management and organization effective January 1, 2026.

1. Changes of Executive Officers

Name	New position	Current position
Hardy TS Kagimoto, MD	Chairman and CEO Executive Officer in charge of <u>Business Development</u>	Chairman and CEO Executive Officer in charge of <u>Development Management</u>
Richard P. Kincaid	Executive Officer and CFO in charge of Finance and Accounting, IR and PR, Legal	Executive Officer and CFO in charge of <u>Business Development</u> , Finance and Accounting, IR and PR, Legal
Yoshie Tsurumaki	Executive Officer in charge of Development Management, Production Management, Medical Affairs	-

Reason for Yoshie Tsurumaki’s appointment as new Executive Officer

Since joining Kirin Brewery Company, Limited's Pharmaceutical Division, Yoshie Tsurumaki has been responsible for clinical development and product strategy for products including oncology drugs and cell therapies at Kirin Pharma Co., Ltd. and Kyowa Hakko Kirin Co., Ltd. She joined Novartis Pharma K.K. and served as Project Leader for the Kymriah CAR-T cell therapy development project, which commenced shortly after her joining. Subsequently, she held roles including Japan Head of CAR-T Supply Chain Management and Senior Medical Lead for the Cell and Gene Therapy area. Her long-standing involvement in the clinical development and commercialization of cell therapies, coupled with her extensive track record in related industry activities, makes her well-suited for the role of Executive Officer.

2. Establishment of Medical Affairs Division

We are establishing a Medical Affairs Division to build trust with healthcare professionals from a medical and scientific perspective as our pipeline advances, thereby enhancing the medical value of our products.

Yoshie Tsurumaki, Executive Officer, will serve as the General Manager of the Medical Affairs Division.