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December 18, 2025

Company name:	ELAN Corporation
Name of representative:	Tomohiro Minezaki, CEO (Securities code: 6099; TSE Prime Market)
Inquiries:	Hideo Hara, Executive Officer, General Manager of President's Office (Telephone: +81-263-41-0760)

Notice of Personnel Changes of Executive Officers

We hereby announce that our Board of Directors has resolved at a meeting held today to make the following personnel change to our executive officers, effective January 1, 2026.

Additionally, we are also announcing the details of the department head personnel changes effective January 1, 2026.

Personnel Changes of Executive Officer (effective January 1, 2026)

- Change in responsibilities of executive officers

Name	New job title	Current job title
Akira Ishizuka	Director, Executive Officer, CSO, General Manager of Corporate Strategy Department and General Manager of President's Office	Director, Executive Officer, CSO and General Manager of Corporate Strategy Department
Hideo Hara	Executive Officer, President's Office	Executive Officer, General Manager of President's Office
Yusuke Kano	Executive Officer, General Manager of Internal Audit Office	Executive Officer, General Manager of Operations Management Department
Ryo Wakizaka	Executive Officer, General Manager of Operations Management Department	Executive Officer, CMO and General Manager of Sales Department
Yu Iizuka	Executive Officer, CMO and General Manager of Sales Department	Executive Officer, Assistant General Manager of Sales Department

Personnel Changes of Department Head (effective January 1, 2026)

Name	New job title	Current job title
Hiroshi Muraki	Sales Department, Head of East Japan Sales Division	Sales Department, Deputy Head of Hokkaido Area
Atsushi Takahashi	Sales Department, Head of West Japan Sales Division	Sales Department, Deputy Head of Tohoku Area
Akira Kamiharako	Global Business Development Department, Head of Global Development Division	Global Business Development Department, Deputy Head of Global Development Division