

February 13, 2026

Company name: Pigeon Corporation
 Representative: Ryo Yano
 (President and CEO)
 (Stock code: 7956, Prime Market, Tokyo Stock Exchange)
 Contact: Nobuo Takubo
 (Chief Strategy Officer)
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Notice Regarding Nomination of Candidates for Director and Personnel Transfers

At the meeting of the Board of Directors held on February 13, 2026, Pigeon Corporation ("the Company") passed a resolution for the tentative nomination of candidates for Directors and personnel transfers as follows, to be implemented on March 27, 2026. The tentative nominations of Directors will become official appointments upon approval by the 69th Ordinary General Meeting of Shareholders to be held on March 27, 2026.

1. Candidates for Director and Their Posts (as of March 27, 2026)

Name	New Post	Current Post	Reappointment/ New Appointment
Ryo Yano	President and CEO	As at left	Reappointment
Tadashi Itakura	Director, Senior Managing Executive Officer Chief Product & Supply Chain Officer	As at left	Reappointment
Nobuo Takubo*	Director, Junior Managing Executive Officer Chief Strategy Officer	Group Executive Officer Chief Strategy Officer	New Appointment
Rehito Hatoyama	Outside Director/Chairman of the Board	As at left	Reappointment
Chiaki Hayashi	Outside Director	As at left	Reappointment
Yumiko Miwa	Outside Director	As at left	Reappointment
Hidegori Nagaoka	Outside Director	As at left	Reappointment



Note: Rehito Hatoyama, Chiaki Hayashi, Yumiko Miwa and Hidenori Nagaoka are candidates for Outside Director as stipulated in Article 2, Item 15 of the Companies Act. These four individuals are also designated as independent officers as stipulated in Article 436-2 of the Securities Listing Regulations of the Tokyo Stock Exchange, and their names have been submitted to said Exchange. Upon approval of the resolutions to nominate each candidate for Director at the 69th Ordinary General Meeting of Shareholders to be held on March 27, 2026, each candidate will continue to be designated as independent officers.

Retirement: Kevin Vyse-Peacock (Director, Executive Officer)
Eriko Yamaguchi (Outside Director)

*Information on Newly-Appointed Candidates for Director

(1) Name and Background

Name (Date of Birth)	Background		No. of shares held in the Company
Nobuo Takubo (March 16, 1968)	Apr. 1990	Joined The Long-Term Credit Bank of Japan, Limited (currently SBI Shinsei Bank, Limited)	4,700
	May 1999	Joined Corporate Directions, Inc.	
	Apr. 2007	Appointed as Partner at Corporate Directions, Inc.	
	Jan. 2020	Joined Pigeon Corporation Chief Manager, Business Strategy Division, Pigeon Corporation	
	Mar. 2020	Managing Officer, Chief Manager, Business Strategy Division (Reporting to the Division Manager), Pigeon Corporation	
	Dec. 2024	Senior Managing Officer, Business Strategy Division Manager, Pigeon Corporation	
	Mar. 2025	Director, PIGEON AMERICA INC. (current position)	
	Dec. 2025	Group Executive Officer, Chief Strategy Officer, Pigeon Corporation (current position)	

(2) Reason for Appointment

Mr. Nobuo Takubo has cultivated deep knowledge in areas such as formulating corporate strategy and executing M&A across a wide range of industries. He gained this knowledge through his practical experience at financial institutions and management consulting firms. Since joining Pigeon Corporation, Mr. Takubo has led group-wide corporate planning activities within the Business Strategy Division. From March 2020, as Division Manager of the Business Strategy Division, he has overseen a wide range of corporate functions including strategy, investor relations, legal affairs, and information systems, making significant contributions to strengthening the Company's management foundation. Pigeon believes that his knowledge as an external specialist and his deep understanding of the Company's operations will enable Mr. Takubo to support the Company's sustainable growth and enhance medium- to long-term corporate value through sound decision-making. Pigeon has therefore nominated him as a new candidate for Director.

2. Personnel Transfer for Group Executive Officers (as of March 27, 2026)

We have resolved on the following personnel transfer for Group Executive Officers. Also effective on the same date, the title "Lansinoh Business Unit Chief Executive Officer" will be changed to "Americas & Europe Business Unit Chief Executive Officer"

Name	New Post	Current Post
Julie Talbot	Group Executive Officer Americas & Europe Business Unit Chief Executive Officer CEO of Lansinoh	President, Lansinoh Laboratories, Inc.



Laboratories, Inc.

*Ms. Julie Talbot is scheduled to assume the position of CEO of Lansinoh Laboratories, Inc., following approval at the shareholders' meeting of Lansinoh Laboratories, Inc.