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March 25, 2026

Company name: Qol Holdings Co., Ltd.
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(Securities code: 3034, TSE Prime Market)
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Notice of Organizational and Personnel Changes

Qol Holdings Co., Ltd. (hereinafter the “Company”) hereby announces that at the Board of Directors meeting held today it has resolved to implement organizational and personnel changes as set forth below.

1. Organizational Changes (as of April 1, 2026)

- (1) To establish an integrated management structure across its Pharmacy Business, BPO Contracting Businesses, and Pharmaceutical Manufacturing Business, the Company will abolish the current function-based organization and transition to a headquarters-based organization.
- (2) As part of establishing a new headquarters structure, we will newly establish the Corporate Planning Headquarters, the Corporate Strategy Headquarters, the Business Management Headquarters, the General Affairs and Disaster Countermeasures Headquarters, the Human Resources and Education Headquarters, and the Pharmacy Business Headquarters.
 - The Corporate Planning Dept. will be placed under the Corporate Planning Headquarters.
 - The Business Development Dept. and the Distribution Policy and Procurement Dept. will be placed under the Corporate Strategy Headquarters.
 - The Finance Dept. and the Information Systems Dept. will be placed under the Business Management Headquarters.
 - The General and Legal Affairs Dept. and the Disaster Countermeasures Dept. will be placed under the General Affairs and Disaster Countermeasures Headquarters.
 - The Human Resources Planning Dept. will be placed under the Human Resources and Education Headquarters.
- (3) To strengthen the promotion of the BPO Contracting Businesses and Pharmaceutical Manufacturing Business, we will establish the Medical-Related Business Promotion Dept. under the Corporate Planning Headquarters.
- (4) In order to further strengthen human resources development across the entire Company, the Education Promoting Dept. will be renamed the Human Resources Education Dept. and placed under the Human Resources and Education Headquarters.

2. Personnel Changes (as of April 1, 2026)

Name	New Position	Current Position
Takayoshi Ishii	Representative and Senior Executive Director Chief of Corporate Strategy Headquarters	Representative and Senior Executive Director
Kiyonobu Fukumitsu	Representative and Executive Director Chief of Business Management Headquarters	Representative and Executive Director
Shinobu Karasawa	Executive Director Chief of Pharmacy Business Headquarters	Executive Director
Yutaka Togashi	Director Chief of Human Resources and Education Headquarters General Manager of Human Resources Planning Dept.	Director General Manager of Human Resources Planning Dept.

Name	New Position	Current Position
Kei Imai	Director Chief of Corporate Planning Headquarters	Director General Manager of Corporate Planning Dept.
Yuji Suzuki	Director Deputy Chief of Pharmacy Business Headquarters	Director General Manager of Pharmacy Business Development Function Dept.
Kojiro Shimokawara	General Manager of Business Development Dept., Corporate Strategy Headquarters	General Manager of Business Development Dept.
Hiroki Nishimoto	General Manager of Distribution Policy and Procurement Dept., Corporate Strategy Headquarters	General Manager of Distribution Policy and Procurement Dept.
Takashi Kato	General Manager of Finance Dept., Business Management Headquarters	General Manager of Finance Dept.
Takafumi Nozuki	General Manager of Information System Dept., Business Management Headquarters	General Manager of Information System Dept.
Jun Kawaguchi	Chief of General Affairs and Disaster Countermeasures Headquarters General Manager of General and Legal Affairs Dept. General Manager of Disaster Countermeasures Dept.	General Manager of General and Legal Affairs Dept. General Manager of Disaster Countermeasures Dept.
Ayumi Takahashi	General Manager of Human Resources Education Dept., Human Resources and Education Headquarters	General Manager of Human Resources Development Dept., Education and Training Headquarters of Qol Co., Ltd.
Kohei Tsuchitani	General Manager of Corporate Planning Dept., Corporate Planning Headquarters	Manager of Corporate Planning Dept.
Masanori Isobe	General Manager of Medical-Related Business Promotion Dept., Corporate Planning Headquarters	Manager of Corporate Planning Dept.

(Reference)
Organization Chart (as of April 1, 2026)

