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March 25, 2026

Company name: Qol Holdings Co., Ltd.  
 Name of representative: Takashi Nakamura, Representative Director and President  
 (Securities code: 3034, Prime Market)  
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### Notice of Executive Changes

Qol Holdings Co., Ltd. (hereinafter "the Company") hereby announces that at the board meeting held on March 25, 2026, the Company has resolved as follows the candidates for the director who will seek approval at the 34th annual general meeting of Shareholders, which will be held in June 2026.

#### Candidates for Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

Name		Positions and responsibilities at the Company
Takashi Nakamura	Reappointment	President and Representative Director
Takayoshi Ishii	Reappointment	Representative and Senior Executive Director
Kiyonobu Fukumitsu	Reappointment	Representative and Executive Director
Shinobu Karasawa	Reappointment	Executive Director President and Representative Director of QOL Co., Ltd. (Pharmacist)
Yutaka Togashi	Reappointment	Director
Kei Imai	Reappointment	Director (Pharmacist)
Toshiko Kuboki	Reappointment	Outside Director Head of Kuboki Law Office (Lawyer)
Yukiharu Yamamoto	Reappointment	Outside Director Head of Yamamoto Certified Tax Accountant Office (Certified Tax Accountant)
Jun Kawaguchi	New appointment	General Manager of General and Legal Affairs Dept. General Manager of Disaster Countermeasures Dept. Director of QOL Co., Ltd.

#### Retiring Director (Excluding Directors Who Are Audit & Supervisory Committee Members)

(Retiring at the 34th annual general meeting of Shareholders to be held in June 2026)

Name	Positions and responsibilities at the Company
Yuji Suzuki	Director

Mr. Yuji Suzuki, who will retire, is scheduled to assume the positions of Deputy Chief of Pharmacy Business Headquarters of the Company and Executive Director of Qol Co., Ltd. as of April 1 2026.

### Career Summary of New Candidate for Directors of the Board

Name (Birth Date)	Career Summary
Jun Kawaguchi (October 31, 1977)	February 2000    Joined Lincoln Motors Co., Ltd.
	November 2005    Joined the Company
	April 2019        General Manager of Store Design and Construction Dept., Pharmacy Support Headquarters of Qol Co., Ltd.
	October 2020     General Manager in charge of Business Management Headquarters of the Company General Manager of General and Legal Affairs Dept., Management Headquarters of Qol Co., Ltd. (to present)
	October 2022     General Manager of Disaster Countermeasures Dept., Business Management Function Dept.
	April 2024        General Manager of Disaster Countermeasures Dept. (to present)
	June 2024        Director and Chief of Management Headquarters of Qol Co., Ltd. (to present)

### (Reference)

New Management Structure after the 34th annual general meeting of Shareholders to be held in June 2026

Positions	Name
President and Representative Director (Chairperson of the Nomination and Compensation Committee)	Takashi Nakamura
Representative and Senior Executive Director	Takayoshi Ishii
Representative and Executive Director	Kiyonobu Fukumitsu
Executive Director (President and Representative Director of QOL Co., Ltd.)	Shinobu Karasawa
Director	Yutaka Togashi
Director	Kei Imai
Director	Jun Kawaguchi <span style="border: 1px solid black; padding: 2px;">New appointment</span>
Outside Director (Member of the Nomination and Compensation Committee)	Toshiko Kuboki
Outside Director (Member of the Nomination and Compensation Committee)	Yukiharu Yamamoto
Outside Director (Chairperson of the Audit & Supervisory Committee)	Yasutoshi Mori
Outside Director (Audit & Supervisory Committee Member)	Motoyuki Miyazaki
Director (Audit & Supervisory Committee Member)	Kazuo Ishii