



May 13, 2026

Company name: BML, Inc.
Representative: Kensuke Kondo
President and Representative Director
Securities code: 4694 (Tokyo Prime)
Inquiries: Public and Investor Relations Section,
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Notice of Change in Representative Director (Retirement) and Personnel Changes

BML, Inc. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on May 13, 2026, it decided on the following change in Representative Director (retirement) and changes in personnel.

Please note that changes in Directors and Executive Officers are scheduled to be formally approved following resolutions at the Annual General Meeting of Shareholders scheduled for June 26, 2026 and at a meeting of the Board of Directors to be held immediately thereafter.

1. Change in Representative Director

(1) Change in Representative Director

Name	New position	Former position
Nobuki Arai	<u>President and Representative Director,</u> <u>PCL Japan, Inc.;</u> Director, BML General Laboratory	Representative Director and Vice-President; In charge of BML Testing Division; Division Manager, Genome Medical Business Division; Office Manager, Genome QA Office; Director, BML General Laboratory

(2) Reason for the change

This is due to retirement from the position of Director upon the expiration of his term, resulting in retirement from the position of Representative Director.

(3) Scheduled date of change

June 26, 2026

2. Changes in Positions

(1) Directors

Name	New position	Former position
Kenji Shibata	Director and Managing Executive Officer Division Manager, BML Testing Division; Department Manager, Third General Laboratory Testing Department; Department Manager, Reagent Department; <u>Division Manager, Genome Medical Business Division; Office Manager, Genome QA Office</u>	Director and Managing Executive Officer Division Manager, BML Testing Division; Department Manager, Third General Laboratory Testing Department; Department Manager, Reagent Department
Hideaki Osawa	Director and Executive Officer <u>Deputy Head in charge of Marketing Division;</u> <u>President and Representative Director, Daiichi Kishimoto Clinical Laboratories, Inc.</u>	Director and Executive Officer Division Manager, Marketing Division; Department Manager, Proposal Marketing Department; Department Manager, Clinical Trial Marketing Department; President and Representative Director, Japan Clinical Service, Inc.

(2) Executive Officer

Name	New position	Former position
Michihiro Aono	<u>Managing</u> Executive Officer; Department Manager, Reliability Assurance Department	Executive Officer; Department Manager, Reliability Assurance Department

(3) Department Manager

Name	New position	Former position
Nobuhisa Fujiwara	<u>Department Manager, Clinical Trial Marketing Department</u>	Deputy Division Manager, Marketing Division; Office Manager, Tokyo Branch Office

3. New Directors and Executive Officers

(1) Directors

Name	New position	Former position
Masami Kondo	<u>Director and</u> Managing Executive Officer Division Manager, In-Hospital Testing Division; Department Manager, Second In-Hospital Testing Department; Deputy Head in charge of Marketing Division; in charge of BML Testing Division	Managing Executive Officer Division Manager, In-Hospital Testing Division; Department Manager, Second In-Hospital Testing Department; Deputy Head in charge of Marketing Division; Deputy in charge of BML Testing Division
Toyohiko Kagawa	<u>Outside Director</u>	-

<Past experience of Masami Kondo>

Date of birth: May 20, 1965

Past experience:

April 1988: Joined Sogo Biomedical Laboratory, Inc. (currently BML, Inc.)
 April 2016: Department Manager, Proposal Planning Department
 June 2017: Executive Officer; Deputy Division Manager, Sales Management Division; Department Manager, Proposal Planning Department; Department Manager, Preventive Medicine Marketing Department
 January 2021: Executive Officer; Division Manager, In-Hospital Testing Division; Department Manager, First In-Hospital Testing Department; Department Manager, Second In-Hospital Testing Department
 June 2022: Managing Executive Officer; Division Manager, In-Hospital Testing Division; Department Manager, First In-Hospital Testing Department; Department Manager, Second In-Hospital Testing Department
 June 2025: Managing Executive Officer; Division Manager, In-Hospital Testing Division; Department Manager, Second In-Hospital Testing Department; Deputy Head in charge of Marketing Division; Deputy in charge of BML Testing Division

<Past experience of Toyohiko Kagawa>

Date of birth: April 9, 1957

Past experience:

April 1981: Joined The Japan Steel Works, Ltd.
 December 2002: General Manager, Planning and Management Department, Ordnance Business Headquarters
 July 2008: General Manager, Ordnance Business Management Department, Hiroshima Plant
 April 2010: Deputy General Plant Manager, Hiroshima Plant
 April 2014: General Manager, Head Office Ordnance Business Sales Department
 April 2016: Executive Officer; General Manager, Ordnance Business Headquarters, Head Office
 October 2019: Managing Executive Officer; General Manager, Ordnance Business Headquarters, Head Office
 April 2022: Advisor, NIKKO TOKKI CO., LTD.

June 2022:	President
June 2025:	Executive Advisor (current)

(2) Executive Officers

Name	New position	Former position
Tsutomu Yokote	<u>Executive Officer</u> Deputy Division Manager, System Division; Department Manager, System Promotion Department	Deputy Division Manager, System Division; Department Manager, System Promotion Department
Akifumi Takano	<u>Executive Officer</u> <u>Division Manager, Marketing Division;</u> Department Manager, Marketing Management Department; Department Manager, Proposal Marketing Department	Deputy Division Manager, Marketing Division; Department Manager, Marketing Management Department

4. Director and Executive Officer Retiring from their Positions

(1) Director

Name	New position	Former position
Tatsuharu Arai	-	Outside Director

(2) Executive officer

Name	New position	Former position
Kazuhiro Yamashita	-	Executive Officer In charge of Electronic Medical Record System Department

(Reference) Directors and Executive Officers as of the date of the Annual General Meeting of Shareholders in June

Position in the Company	Name
President and Representative Director	Kensuke Kondo
Representative Director and Senior Managing Executive Officer	Norihisa Takebe
Director and Managing Executive Officer	Kenji Shibata
Director and Managing Executive Officer	Masami Kondo
Director and Executive Officer	Hideaki Osawa
Director and Executive Officer	Yuji Yamashita
Outside Director	Shigeru Osawa
Outside Director	Reiko Matsuzawa
Outside Director	Toyohiko Kagawa
Director who is an Audit and Supervisory Committee member	Kenichi Morishita
Outside Director who is an Audit and Supervisory Committee member	Masato Denawa
Outside Director who is an Audit and Supervisory Committee member	Noriko Miyagi
Senior Managing Executive Officer	Hiroyuki Kigoshi
Managing Executive Officer	Michihiro Aono
Executive Officer	Satoshi Enomoto
Executive Officer	Katsuaki Takei
Executive Officer	Toshihiro Yanoma
Executive Officer	Hiromi Nakahara
Executive Officer	Yutaka Sakamaki
Executive Officer	Koji Uno
Executive Officer	Tsutomu Yokote
Executive Officer	Akifumi Takano