

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



February 10, 2026

Company name:	Nichiban Co., Ltd.
Name of representative:	Toshiaki Takatsu, President (Securities code: 4218 TSE Prime)
Inquiries:	Yuko Kobayashi, Operating Officer, General Manager of Corporate Communication Department (Telephone: +81-3-6386-7190)

Notice Regarding Organizational Changes and Changes in Directors and Officers Effective April 1, 2026

Nichiban Co., Ltd. (the “Company”) hereby announces that, at the meeting of the Board of Directors held on February 10, 2026, it has tentatively approved and resolved the organizational changes and changes in Directors and Officers, effective April 1, 2026, as described below.

1. Purpose of the Organizational Changes

This fiscal year marks the final year of our Medium-term Management Plan “CREATION 2026.” This year serves both as the culmination of past initiatives and as an extremely important year to lay the foundation for the long-term vision, the “NICHIBAN GROUP 2030 VISION,” which aims to drive innovation creation and global contributions.

To ensure the initiatives under “CREATION 2026” are successfully implemented and connected to the next Medium-term Management Plan, the Company has decided to carry out the organizational changes.

2. Details of the Organizational Changes

(1) Rebuilding the Development Structure to Accelerate Innovation Creation

- The Product Development Department will be transferred from under the Business Strategy Division to under the Research and Development Division. Strengthening collaboration with design teams will promote faster product development, supporting the target of 30% new products by fiscal 2030.
- The Innovation Center will be transferred from under the Research and Development Division to under the Corporate Planning Division. This will allow management resources to be allocated with a strategic focus on new business creation and commercialization.

(2) Streamlining Sales and Administrative Operations to Achieve “CREATION 2026”

- A Sales Control Management Department will be newly established under the Administration Division to efficiently run operations related to sales management, including overseeing the Eastern Japan and Western Japan Sales Control Departments.
- The Consumer Sales Division will be renamed the Consumer Sales Management Department. In addition, the Healthcare Hiroshima Sales Office under the Consumer Sales Division will be abolished and reorganized as a resident office under the Healthcare Osaka Sales Office to improve operational efficiency.

(3) Enhancing Regulatory and Safety Management to Meet Global Standards

- The Medical Safety Information Department and the Medical Regulatory Affairs Department will be merged into the Medical Regulatory Affairs and Safety Information Department. Centralizing relevant information will establish a structure to support the global expansion of pharmaceutical and medical device sales.

3. Change in Directors (Effective April 1, 2026)

New Position	Name	Current Position
Director, Managing Officer Assistant to President Business Strategy Division	Hideaki Hara	Director, Managing Officer, responsible for sales and development, and General Manager of Business Strategy Division
Mr. Hideaki Hara is scheduled to retire as a director in June 2026.		

4. Changes in Officers (Effective April 1, 2026)

New Position	Name	Current Position
Managing Officer General Manager of Business Strategy Division and General Manager of Consumer Sales Management Department	Isao Nakamura	Senior Operating Officer General Manager of Consumer Sales Division
Senior Operating Officer General Manager of Administration Division and General Manager of Sales Control Management Department	Satoshi Fujikawa	Senior Operating Officer General Manager of Administration Division
Senior Operating Officer General Manager of Global Business Division	Fumihiro Asano	Operating Officer General Manager of Business Strategy Division and Assistant Division Manager of Global Business Division
Senior Operating Officer General Manager of Research and Development Division and General Manager of Product Development Department	Kazuhiko Kono	Operating Officer General Manager of Business Strategy Division and General Manager of Product Development Department
Operating Officer Research and Development Division General Manager of Advanced and Applied Research Institute	Hiroki Matsushita	Operating Officer Production Division Plant Manager of Anjo Factory
Operating Officer Assistant to General Manager of Production Division (Anjo Site)	Takashi Furusawa	Operating Officer Production Division Plant Manager of Pharmaceutical Anjo Factory
Mr. Takashi Furusawa is scheduled to retire as an operating officer in April 2026 and assume the role of Senior Adviser.		

New Position	Name	Current Position
Operating Officer Assistant to General Manager of Research and Development Division (Saitama Site)	Hiromichi Fujisawa	Operating Officer Research and Development Division General Manager of Product Design Department
Mr. Hiromichi Fujisawa is scheduled to retire as an operating officer in July 2026 and assume the role of Senior Adviser.		
Global Business Division Senior Adviser	Satoru Ito	Managing Officer General Manager of Global Business Division
Research and Development Division Senior Adviser	Kazuhisa Okai	Senior Operating Officer General Manager of Research and Development Division
Corporate Planning Division Innovation Center Senior Adviser	Koji Kawahara	Operating Officer Research and Development Division General Manager of Advanced and Applied Research Institute

5. Newly Appointed Officers (Effective April 1, 2026)

New Position	Name	Current Position
Operating Officer Production Division Plant Manager of Anjo Factory	Kazuhiko Yanagisawa	Supply Chain Division General Manager of Purchase Department
Operating Officer Production Division Plant Manager of Pharmaceutical Anjo Factory	Leona Koike	Production Division Pharmaceutical Anjo Factory Senior Manager

FY2026 Organization Chart

