



December 19, 2025

To whom it may concern:

Company Name: TAIYO HOLDINGS CO., LTD.  
Representative: Hitoshi Saito, President and CEO  
(Code: 4626, Listed on Prime  
Market of Tokyo Stock Exchange)  
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## Notice Regarding Personnel Changes and Organizational Change

Taiyo Holdings Co., Ltd. (hereinafter “Taiyo Holdings”) hereby announces that it has resolved to change the personnel and organization as follows at the Board of Directors meeting held on December 19, 2025.

### 1. Personnel changes

On December 19, 2025

New	Name	Current
—	Arata Naohiro	Managing Executive Officer Chief Plant/Production/Procurement Officer of Electronics Company General Manager of Global Plants Initiative Board Director of Taiyo Ink Mfg. Co., Ltd.

On January 1, 2026

New	Name	Current
<u>Senior Corporate Executive Officer</u> <u>Chief Digital Officer</u>  <u>Executive Officer in charge of</u> Information System Department <u>Board Director of Taiyo Pharma Co., Ltd.</u> Board Director of funlead corp. <u>Board Director of Taiyo Pharma Tech Co., Ltd.</u>	Terumichi Tawara	Managing Executive Officer Chief Digital Officer <u>Executive Officer in charge of Internal Audit</u> <u>Department</u> <u>Executive Officer in charge of Human Resources</u> <u>Department</u> General Manager of Information System Department  Board Director of funlead corp.

<p>Managing Executive Officer</p> <p>Chief Financial Officer</p> <p><u>Executive Officer in charge of Corporate Planning Department</u></p> <p><u>General Manager of Accounting Department</u></p> <p>Board Director of Taiyo Ink (Suzhou) Co., Ltd.</p> <p>Board Director of Taiyo Pharma Co., Ltd.</p> <p>Board Director of Taiyo Pharma Tech Co., Ltd.</p>	<p>Sayaka Tomioka</p>	<p>Managing Executive Officer</p> <p>Chief Financial Officer</p> <p>General Manager of Corporate Planning Department</p> <p>Executive Officer in charge of Accounting Department</p> <p>Board Director of Taiyo Ink (Suzhou) Co., Ltd.</p> <p>Board Director of Taiyo Pharma Co., Ltd.</p> <p>Board Director of Taiyo Pharma Tech Co., Ltd.</p>
<p><u>Managing Executive Officer</u></p> <p>Board Director of Taiyo Pharma Co., Ltd.</p> <p><u>Vice President and Takatsuki Plant Manager of Taiyo Pharma Tech Co., Ltd.</u></p>	<p>Hitoshi Takyō</p>	<p>Board Director of Taiyo Pharma Co., Ltd.</p> <p>Board Director and Takatsuki Plant Manager of Taiyo Pharma Tech Co., Ltd.</p>
<p><u>Executive Officer</u></p> <p><u>Compliance Officer</u></p> <p><u>Executive Officer in charge of Internal Audit Department</u></p> <p><u>Executive Officer in charge of Human Resources Department</u></p>	<p>Shinya Kanzaki</p>	<p><u>General Manager of Accounting Department</u></p>

## 2. Organizational change

In order to review the management structure of Taiyo Holdings, we will change a part of the organization as follows.

### (1) Details and reason for the change

- Transfer the “Global Plants Initiative” to Taiyo Ink Mfg. Co., Ltd.

### (2) Timing of organizational change

January 1, 2026