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July 10, 2026

To whom it may concern,

Company name: Daito Pharmaceutical Co., Ltd.  
Representative: Hiroshi Matsumori, President and CEO  
(Securities code: 4577, Tokyo Stock Exchange Prime Market)  
Inquiries: Daisuke Takayasu, General Manager of Human  
Resources and General Affairs  
(TEL: 076-421-5665)

**Notice Regarding Changes in Representative Director and Executive Officers  
and Nomination of New Director Candidates**

The Company hereby announces that its Board of Directors, at a meeting held today, resolved to nominate the following candidates for Directors (excluding Directors who are members of the Audit and Supervisory Committee) subject to approval at the 84th Annual General Meeting of Shareholders to be held on August 27, 2026.

The Company further announces changes to its Representative Director and Executive Officers, effective August 27, 2026, as described below

1. Change of Representative Director

The following Representative Director is scheduled to retire from the position of Representative Director upon the expiration of his term of office at the conclusion of the 84th Annual General Meeting of Shareholders and is scheduled to assume the position of Chairman. (Scheduled retirement date: August 27, 2026)

| Name            | New Title         | Current Title            |
|-----------------|-------------------|--------------------------|
| Yasunobu Otsuga | Honorary Chairman | Chairperson of the Board |

2. Nomination of Candidates for Directors (excluding Audit and Supervisory Committee Members)

(1) New Director Candidates (excluding Audit and Supervisory Committee Members)

| Name             | Current Title                                                       | Remarks                      |
|------------------|---------------------------------------------------------------------|------------------------------|
| Yutaka Kuwashima | Senior Executive Officer,<br>Head of Quality and Regulatory Affairs | New                          |
| Kenji Otsuga     | Chief Financial Officer                                             | New                          |
| Hiroko Kusano    | -                                                                   | New, Outside,<br>Independent |

\* Please refer to the appendix for the career summaries of each candidate.

(2) Reason for Nomination

Yutaka Kuwashima has been engaged in a wide range of fields at the Company, including production management, sales, and corporate planning, and possesses extensive experience and a proven track record. He has played a core role in each of these fields and has contributed to the promotion of the Company's business. Currently, as Senior Executive Officer and Head of Quality and Regulatory Affairs Division, he oversees the quality department and contributes to the strengthening of the Company's quality management system. We are nominating him as a candidate for Director so that his expertise can be utilized in the management of the Company.

Kenji Otsuga has centrally led the creation and execution of the medium-term management plan "DTP2027," and as CFO, he has achieved significant development in promoting financial and capital strategies, IR/SR activities, and DX (Digital Transformation) initiatives. He has played a leading role in the merger with Daiwa Pharmaceutical Co., Ltd., the restructuring of the China business, the advancement of the "Novel Consortium Initiative" aimed at promoting product and production consolidation within the generic pharmaceutical industry. Currently serving as Executive Officer, he has contributed to the management of the Company. In light of his extensive experience and expertise, the Company has nominated him as a candidate for Director so that his knowledge and insights will be utilized in the management of the Company.

Hiroko Kusano has extensive experience and deep expertise gained through many years in the pharmaceutical industry, having worked in sales, marketing, distribution, and corporate management. She has held key positions, including Branch Manager at multinational pharmaceutical companies, and has also served as Executive Officer at a pharmaceutical wholesaler and President and CEO of a specialty pharmaceutical company. The Company expects that her extensive knowledge of the pharmaceutical supply chain as well as her management experience will contribute to the Company's sustainable growth and the enhancement of its corporate governance from an independent perspective. Accordingly, the Company has nominated her as a candidate for Outside Director.

### 3. Changes in Executive Officers (as of August 27, 2026)

#### (1) Nomination of New Executive Officers

| Name             | New Title                                                                                                                                        | Current Title                                                                 |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| Nobuhiro Yagi    | Executive Officer,<br>Head of Business Development Group,<br>General Manager of Business Development,<br>General Manager of Portfolio Management | General Manager of Portfolio Management,<br>Head of Analytical R&D, R&D Group |
| Daisuke Takayasu | Executive Officer,<br>Head of Human Resources and General Affairs Group,<br>General Manager of Human Resources and General Affairs               | General Manager of Human Resources and General Affairs                        |

\* Effective August 27, 2026, the Company will establish the Business Development Group and the Human Resources and General Affairs Group as part of an organizational restructuring.

#### (2) Changes in Executive Officers

| Name            | New Title                                                                                                                                                        | Current Title                                                                                                                           |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Eiichi Takata   | Executive Officer,<br>Head of Purchasing and Logistics Group,<br>President of Daito Pharmaceuticals America, Inc.                                                | Executive Officer,<br>Head of Purchasing and Logistics Group                                                                            |
| Masahiko Mouri  | Executive Officer,<br>Head of Shimo-okui Factory                                                                                                                 | Executive Officer,<br>Deputy Head of Production Group,<br>General Manager of API Production,<br>General Manager of API Technical Office |
| Atsuhiko Kosugi | Executive Officer,<br>Head of R&D Group,<br>General Manager of API R&D,<br>General Manager of Formulation R&D,<br>General Manager of R&D Planning and Management | Executive Officer,<br>Head of R&D Group,<br>General Manager of Formulation R&D                                                          |

| Name         | New Title                                                                                                    | Current Title                                                               |
|--------------|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Ryosuke Sato | Executive Officer, Head of API Business Group, General Manager of API Sales, General Manager of Osaka Branch | Executive Officer, Head of API Business Group, General Manager of API Sales |

\* Eiichi Takata is scheduled to assume the position of President of Daito Pharmaceuticals America, Inc. following its shareholders meeting to be held in August 2026.

(3) Retiring Executive Officers

| Name           | Current Title                                                                                                                                                                            |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Kiyoshi Takami | Senior Executive Officer, Head of Shimo-okui Factory                                                                                                                                     |
| Norio Kishi    | Executive Officer, General Manager of International Business, General Manager of Business Development, General Manager of Osaka Branch, President of Daito Pharmaceuticals America, Inc. |

End

[Appendix] Career Summaries of New Director Candidates (Excluding Audit and Supervisory Committee Members)

| Name (Date of birth)                   | Career Summary |                                                                                                                                                                                                                                 |
|----------------------------------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Yutaka Kuwashima<br>(February 8, 1964) | April 1986     | Joined Daito Trading Co., Ltd. (currently Daito Pharmaceutical Co., Ltd.)                                                                                                                                                       |
|                                        | August 2016    | Executive Officer, General Manager of Corporate Planning Office                                                                                                                                                                 |
|                                        | August 2017    | Executive Officer, Head of API Business Group                                                                                                                                                                                   |
|                                        | August 2018    | Director, Daiwa Pharmaceutical Co., Ltd. (currently Daito Pharmaceutical Co., Ltd.) (concurrent)<br>Director, Cheer Fine Pharmaceutical Co., Ltd. (concurrent)                                                                  |
|                                        | June 2019      | Director, Feldsenf Pharma Co., Ltd. (concurrent, present)                                                                                                                                                                       |
|                                        | August 2021    | Senior Executive Officer, Head of API Business Division, General Manager of Tokyo Branch                                                                                                                                        |
|                                        | August 2025    | Senior Executive Officer, Head of Quality and Regulatory Affairs Group (present)                                                                                                                                                |
|                                        | October 2025   | Director, Daito Pharmaceutical (China) Co., Ltd. (concurrent, present)                                                                                                                                                          |
| Kenji Otsuga<br>(November 5, 1988)     | April 2012     | Joined The Bank of Tokyo-Mitsubishi UFJ, Ltd. (currently MUFG Bank, Ltd.)<br>Assistant Vice President, Asian Corporate Banking (currently Japanese Corporate Banking (East)), MUFG Union Bank, N.A. (currently MUFG Bank, Ltd.) |
|                                        | October 2018   |                                                                                                                                                                                                                                 |
|                                        | August 2021    | Manager, Human Resources Division, MUFG Bank, Ltd. (Company-sponsored student at Harvard Business School, USA)                                                                                                                  |
|                                        | June 2023      | Joined Daiwa Pharmaceutical Co., Ltd. (currently Daito Pharmaceutical Co., Ltd.)                                                                                                                                                |
|                                        | January 2024   | Executive Officer, Corporate Planning Assistant to the President, Daiwa Pharmaceutical Co., Ltd. (currently Daito Pharmaceutical Co., Ltd.)                                                                                     |
|                                        | August 2024    | Joined Daito Pharmaceutical Co., Ltd.                                                                                                                                                                                           |
|                                        | September 2024 | Chief Financial Officer                                                                                                                                                                                                         |
|                                        | August 2025    | Executive Officer, Chief Financial Officer (present)<br>Corporate Auditor, Daito Pharmaceutical (China) Co., Ltd. (concurrent, present)                                                                                         |

| Name (Date of birth)                                         | Career Summary |                                                                                                                                     |
|--------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------|
| Hiroko Kusano<br>(September 1, 1960)<br>Outside, Independent | April 1983     | Joined Taito Pfizer Co., Ltd. (currently Pfizer Japan Inc.)                                                                         |
|                                                              | March 2005     | General Manager, Western Japan Cardiovascular Sales Department                                                                      |
|                                                              | May 2006       | General Manager, Planning and Promotion Department, President's Office                                                              |
|                                                              | December 2008  | General Manager, Western Tokyo Medical Branch                                                                                       |
|                                                              | December 2013  | General Manager, IM Tohoku Medical Branch                                                                                           |
|                                                              | April 2018     | Advisor, Vital-Net, Inc.                                                                                                            |
|                                                              | June 2018      | President and CEO, Lead Specialties Co., Ltd. (concurrent)                                                                          |
|                                                              | July 2018      | Executive Officer, Deputy Head of Sales Division, Specialty Care Department and Promotion of Women's Participation, Vital-Net, Inc. |
|                                                              | June 2021      | President and CEO, Ayumi Pharmaceutical Corporation                                                                                 |
|                                                              | June 2024      | Retired as President, Ayumi Pharmaceutical Corporation                                                                              |

End