

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.

December 3, 2025

Company name: Qol Holdings Co., Ltd.
Name of representative: Takashi Nakamura, Representative Director and President
(Securities code: 3034, TSE Prime Market)
Inquiries: Hiromoto Shirakuni, General Manager of Public Relations Dept.
(Telephone: +81-(0)3-6430-9060)

Notice of Personnel Change

Qol Holdings Co., Ltd. hereby announces that it has resolved to make the following Personnel Change.

1. Personnel Change (date of official announcement: January 1, 2026)

Name	New Position	Current Position
Hiroki Nishimoto	General Manager of the Distribution Policy and Procurement Dept.	General Manager in charge of the Distribution Policy and Procurement Dept.