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January 13, 2026

Company name: COSMOS Pharmaceutical Corporation
Name of representative: Hideaki Yokoyama, President
(Securities code: 3349; TSE Prime Market)
Contact: Futoshi Shibata, Director and Corporate Planning Department Manager
(Phone: +81-92-433-0660)

Notice Concerning Organizational and Personnel Changes

COSMOS Pharmaceutical Corporation (the “Company”) hereby notifies that, at a meeting of the Board of Directors held today, it resolved to implement the organizational and personnel changes described below, effective February 1, 2026.

1. Organizational change

The Legal Affairs Department will be established to strengthen the Company’s internal structure, and the Hotel Department will be newly created.

Additionally, the Product Development Department will be dissolved, and its functions will be integrated into the Products Department as the Product Development Section.

2. Personnel change

Name	New job title	Current job title
Futoshi Shibata	Director and Manager of Legal Affairs Department	Director and Manager of Corporate Planning Department
Fumiyasu Uno	Director and Manager of Finance and Accounting Department	Director and Manager of Products Department
Motoi Takemori	Manager of Corporate Planning Department	Manager of Finance and Accounting Department
Atsushi Yoshimura	Manager of Products Department	Manager of Store Development Department
Yukitaka Uno	Manager of Hotel Department	Manager of Product Development Department
Koji Takakura	Manager of Store Development Department	Assistant Manager of Store Development Department