



May 9, 2025

Company name: ROHTO Pharmaceutical Co., Ltd.  
Representative: Masashi Sugimoto, President and COO  
(Code: 4527 TSE Prime)  
Contact: Yukiko Tobe, General Manager, Public  
Relations & CSV Promotion Department  
(TEL:+81-6-6758-1211)

## Notice on Changes of President and Chief Operating Officer and Other Officers

ROHTO PHARMACEUTICAL CO., LTD. (Osaka City, Osaka Prefecture, President: Masashi Sugimoto, the “Company”) hereby announces that, by the resolution of the Board of Directors on May 9, 2025, following deliberations by its Nomination Committee, it informally decided the appointment of the next President and Chief Operating Officer and change of other officers as described below.

This matter will be formally decided following a resolution at the Company’s 89th Ordinary General Meeting of Shareholders scheduled to be held on June 26, 2025, and a subsequent meeting of the Board of Directors.

### 1. Change of Directors

#### New candidate for President and Chief Operating Officer

Name	New position	Current position
Hidetoshi Segi	President and Chief Operating Officer	Managing Director

#### New candidates for Directors

Name	New position	Current position
Yoko Fujimoto	Managing Director	—
Noriko Suenobu	Director Executive Designer, Strategic Design Headquarters	Executive Designer, Strategic Design Headquarters

#### New candidate for External Director

Name	New position	Current position
Shoichiro Iwata	External Director	—

### 2. Directors scheduled to retire

Name	New position	Current position
Masashi Sugimoto	Rohto Group Executive Advisor	President and Chief Operating Officer
Tatsuo Uemura	Governance Advisor	External Director

### 3. Change of Auditor

#### New candidate for External Auditor

Name	New position	Current position
Asuka Terada	External Auditor	—

### 4. Names, past experience and reasons for nomination of the candidates for Directors and Auditors

#### (1) New candidate for President and Chief Operating Officer

a) Name

Hidetoshi Segi

b) Date of birth

July 18, 1962

c) Number of shares held

10,789 shares (As of the end of March 2025)

d) Past experience

April 1985 Joined Nippon Vicks KK (currently, P&G Japan G.K.)

June 1997 Joined the Company

July 2012 Executive Officer of the Company

June 2018 Director of the Company

March 2022 Chief Strategy Officer (CSO) of the Company (current position)

June 2023 Managing Director of the Company (current position)

e) Reason for nomination

Since joining the Company, Mr. Hidetoshi Segi has achieved outstanding results in a wide range of key fields, including product planning, international business, and business development, and has spearheaded the Company's business operations from development and production to marketing and sales in a comprehensive manner. He served as the General Manager of the Corporate Planning Department for 14 years from 2011 to March 2025. Since 2022, as the Chief Strategy Officer (CSO), he has demonstrated his outstanding ability to solidify the management foundation and lead the management of the entire Rohto Group. He has demonstrated unrivaled leadership in the formulation and execution of management strategies, from further development of existing businesses to development of new businesses, not only in the pursuit of short-term results, but also from a medium- to long-term perspective. His bold attitude, unafraid to take on new challenges, and his leadership ability to vitalize the entire organization while drawing out the potential of individual employees are the indispensable driving force for the Company to achieve sustainable growth and innovation. With his vision for the future and overwhelming track record, he is the optimum and indispensable leader who will pioneer the next stage for the Company. Thus, the Company has nominated him as a candidate for President and Chief Operating Officer.

#### (2) New candidates for Directors

a) Name

Yoko Fujimoto

b) Date of birth

December 17, 1965

c) Past experience

April 1992 Neurologist, Department of Neurology and Neuroscience, Tokyo Metropolitan Neurological Hospital, Tokyo Metropolitan Bokutoh Hospital, etc.

August 1997 Research Fellow, Department of Immunology, Duke University School of Medicine, U.S.A.

April 2001 Neurologist, Department of Neurology and Neuroscience, etc., Medical Hospital, Tokyo Medical and Dental University (currently Institute of Science Tokyo)

July 2002 Joined Pfizer Japan Inc.

General Manager of R&D and Clinical Development Planning Department, General Manager of Medical Affairs Department, etc.

September 2019 Director, Executive Officer, Vaccine BU Lead

d) Significant concurrent positions

e) Reason for nomination as Director

Ms. Yoko Fujimoto has a high degree of expertise and broad experience as a clinician and a basic research scientist. Furthermore, she has served in various key positions at Pfizer Japan Inc., including Director, Executive Officer, and Vaccine BU Lead and has accumulated deep insight and a wealth of experience in the development and market expansion of the prescription drugs business. The Company has nominated her as a candidate for Director, anticipating that her experience will be a driving force for new businesses that the Company will focus on in the future, and that she will contribute to further strengthening of the Company's governance structure.

a) Name

Noriko Suenobu

b) Date of birth

December 18, 1966

c) Past experience

April 1991 Joined POLA CHEMICAL INDUSTRIES, INC.

January 2015 Corporate Officer in charge of R&D and Planning, POLA CHEMICAL INDUSTRIES, INC.

January 2018 Director and Corporate Officer in charge of R&D, POLA CHEMICAL INDUSTRIES, INC.  
Corporate Officer in charge of Group Research and Intellectual Property & Regulatory Affairs, POLA ORBIS HOLDINGS INC.

April 2025 Joined the Company, Executive Designer, Strategic Design Headquarters

d) Significant concurrent positions

e) Reason for nomination

Ms. Noriko Suenobu had been engaged in research and development since joining POLA CHEMICAL INDUSTRIES, INC.. and has a proven track record of leading the R&D project for Japan's first medicated cosmetics for wrinkles, as well as a high level of leadership and capabilities to drive innovation. The Company has nominated her as a candidate for Director as she is a suitable person to contribute to the Company's achievement of medium- to long-term growth in the skincare business and enhancement of corporate value.

### (3) New candidate for External Director

a) Name

Shoichiro Iwata

b) Date of birth

August 14, 1950

c) Past experience

March 1973 Joined Lion Fat and Oil Co., Ltd. (currently Lion Corporation)

March 1986 Joined PLUS CORPORATION

March 1997 President, ASKUL Corporation

May 2000 President & Chief Executive Officer (CEO), ASKUL Corporation

June 2006 External Director, Shiseido Company, Limited

April 2008 Vice Chairperson, KEIZAI DOYUKAI (Japan Association of Corporate Executives)

September 2019 Established FORCE marketing and management, inc.

Representative Director and CEO, FORCE marketing and management, inc. (current position)

August 2020 Outside Director, Safie Inc. (current position)

June 2021 Outside Director, S.T. CORPORATION (current position)

September 2021 Outside Director, Arithmer Inc. (current position)

May 2022 Outside Director, Hacobu, Inc. (current position)

d) Significant concurrent positions

Representative Director and CEO, FORCE marketing and management, inc.

Outside Director, Safie Inc.

Outside Director, S.T. CORPORATION

Outside Director, Arithmer Inc.

Outside Director, Hacobu, Inc.

e) Reason for nomination as External Director

Mr. Shoichiro Iwata has outstanding expertise in marketing as well as planning and development of new services. As an entrepreneur, he also has experience in developing a company he founded into a publicly listed company and extensive insight. He has been involved in and supported management of numerous companies, and has also made a significant contribution to strengthening governance. The Company has nominated him as a candidate for External Director because the Company believes that he will contribute to sustainable growth of the Company and strengthening of the sound management system.

(4) New candidate for External Auditor

a) Name

Asuka Terada

b) Date of birth

January 14, 1974

c) Past experience

October 2001 Registered as an Attorney

Joined Kyowa-Sogo Law Office

April 2018 Established N&T Law Office

Joint Representative Attorney (current position)

August 2019 Outside Audit & Supervisory Board Member, D&M COMPANY CO., LTD. (current position)

June 2021 Outside Director, Denkyosha Co., Ltd. (currently Denkyo Group Holdings Co., Ltd.) (current position)

April 2024 Visiting Professor, Graduate School of Law, Kyoto University (current position)

d) Significant concurrent positions

Joint Representative Attorney, N&T Law Office

Outside Audit & Supervisory Board Member, D&M COMPANY CO., LTD.

Outside Director, Denkyo Group Holdings Co., Ltd.

e) Reason for nomination as an External Auditor

Ms. Asuka Terada has a high degree of expertise as an attorney and a high level of knowledge of law based on her extensive practical experience, and is also familiar with corporate legal affairs. She has experience as a joint representative of a law firm and an external officer. Thus, the Company believes that she can appropriately perform duties as an External Auditor and has nominated her as an External Auditor.