



Translation

Notice: This document is a translation of the original Japanese document and is only for reference purposes. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

July 11, 2025

To Whom It May Concern:

Company Name: Daito Pharmaceutical Co., Ltd.
 Representative: Hiroshi Matsumori, President and CEO
 (Securities Code: 4577, Prime Market of Tokyo Stock Exchange)
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 Human Resources and General Affairs
 Department
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Notice Regarding Selection of Candidate for New Board Director Who Is Audit and Supervisory Committee Member, Change of Board Directors, and Change of Executive Officers

Daito Pharmaceutical Co., Ltd. (the “Company”) hereby announces that the Company resolved on the selection of a candidate for new Board Director who is an Audit and Supervisory Committee Member, which will be proposed at the Company's 83rd Annual General Meeting of Shareholders on August 28, 2025, as follows at the Board of Directors' meeting held today. The matter has been agreed upon by the Audit and Supervisory Committee.

The Company also announces change of Board Directors and Executive Officers dated August 28, 2025, as follows.

1. Selection of a candidate for new Board Director who is an Audit and Supervisory Committee Member
 - (1) Name and career summary of candidate for new Board Director who is an Audit and Supervisory Committee Member

| Name (Date of birth) | Career summary | |
|--|----------------|--|
| Minori Uchida (July 8, 1970) New election Outside | Apr. 1993 | Joined The Bank of Tokyo, Ltd. (currently MUFG Bank, Ltd.) |
| | Feb. 2002 | Europe Office, Foreign Exchange and Treasury Department, The Bank of Tokyo-Mitsubishi, Ltd. (as above) |
| | May 2012 | Chief Analyst, The Bank of Tokyo- Mitsubishi UFJ, Ltd. (as above) |
| | Apr. 2022 | Associate Professor, Faculty of Commerce, Takachiho University |
| | Apr. 2024 | Professor, Faculty of Commerce, Takachiho University (current position) |

- (2) Reasons for selection

Mr. Uchida owns extensive knowledge and rich experience in international finance, as well as high analytical competence evaluated to be Japan's top-class level by finance magazines, etc. The Company judged that he will be able to give objective advice on the Company's management strategies which are closely related to the state finance, political system, and domestic and overseas financial market, and

supervise corporate governance appropriately, and selected him as a candidate for (outside) Board Director who is an Audit and Supervisory Committee Member.

2. Board Directors who are Audit and Supervisory Committee Members to resign (dated August 28, 2025)
The following two Board Directors are scheduled to resign due to expiration of their terms of office at the 83rd Annual General Meeting of Shareholders.

| Name | Current position |
|--------------|--|
| Masuo Nomura | Board Director and Full-Time Audit and Supervisory Committee Member |
| Hitoshi Hori | Outside Board Director and Outside Member of the Audit and Supervisory Committee |

3. Change of Board Directors (dated August 28, 2025)

| Name | New position | Current position |
|------------------|--|---|
| Kazushige Hizume | Board Director and Senior Corporate Officer, Head of Sales Headquarters, Head of Drug Products Business Division, and General Manager of Tokyo Branch | Board Director and Senior Corporate Officer, Head of Sales Headquarters and Head of Drug Products Business Division |
| Toru Ishida | Board Director and Senior Corporate Officer, Head of Production Division, General Manager of Drug Products Production Department, and General Manager of Environmental Safety Department | Board Director and Corporate Officer, Head of Production Division, General Manager of Drug Products Production Department, and General Manager of Environmental Safety Department |

4. Change of Executive Officers (dated August 28, 2025)

- (1) Selection of new Executive Officers

| Name | New position | Current position |
|----------------|---|--|
| Kenji Otsuga | Executive Officer and CFO (Chief Financial Officer) | CFO (Chief Financial Officer) |
| Ryosuke Sato | Executive Officer, Head of API Business Division, and General Manager of API Sales Department | General Manager of API Sales Department, API Business Division |
| Atsushi Kosugi | Executive Officer, Head of Research and Development Division, General Manager of Drug Products R&D Office | General Manager of Drug Products R&D Office, Research and Development Division |

- (2) Change of Executive Officers

| Name | New position | Current position |
|------------------|---|---|
| Yutaka Kuwashima | Senior Corporate Officer and Head of Quality and Regulatory Affairs Division | Senior Corporate Officer, Head of API Business Division, and General Manager of Tokyo Branch |
| Norio Kishi | Executive Officer, General Manager of International Business Department, General Manager of Osaka Branch, and President & CEO of Daito Pharmaceuticals America, Inc | Executive Officer, Head of Purchasing and Logistics Division, General Manager of Osaka Branch, General Manager of International Business Department, and President & CEO of Daito Pharmaceuticals America, Inc. |
| Eiichi Takata | Executive Officer and Head of Purchasing and Logistics Division | Executive Officer and Head of Research and Development Division |

(3) Executive Officers to resign

| Name | Current position |
|----------------|---|
| Hiroshi Kubota | Senior Corporate Officer, Head of Quality and Regulatory Affairs Division |
| Yoji Nakamura | Executive Officer, Deputy Head of Quality and Regulatory Affairs Division |

After resignation, Yoji Nakamura will be appointed as Specialized General Manager of Quality Assurance Department, Quality and Regulatory Affairs Division (Tokyo Branch).