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February 19, 2026

Company name: ELAN Corporation
Name of representative: Tomohiro Minezaki, CEO
(Securities code: 6099; TSE Prime Market)
Inquiries: Hideo Hara, Executive Officer,
President's Office
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Notice Regarding Executive Personnel Changes

We hereby announce that our Board of Directors has tentatively decided on changes to our officers at its meeting held on February 19, 2026. Approval for the directors is subject to ratification at the 32nd Ordinary General Meeting of Shareholders scheduled for March 25, 2026. Approval for the Representative Director and Executive Officers is subject to ratification at a Board of Directors meeting to be held after the aforementioned Ordinary General Meeting of Shareholders.

1. Candidates for Directors (excluding directors who are members of the Audit and Supervisory Committee)

Name	New Position Title (Tentative)	Current Position Title	Type of Appointment
Tomohiro Minezaki	Representative Director	Representative Director	Reappointment
Akira Ishizuka	Director, General Manager of Corporate Strategy Department and General Manager of President's Office	Director, General Manager of Corporate Strategy Department and General Manager of President's Office	Reappointment
Yoichi Kamijo	Director, General Manager of Administration Department	Director, General Manager of Administration Department	Reappointment
Yukiko Matsumoto	Director	Director	Reappointment
Naomi Emori	Outside Director	Outside Director	Reappointment

(Note)

- The above officer changes are scheduled to be submitted for approval at the 32nd Ordinary General Meeting of Shareholders to be held on March 25, 2026.
- The directors with specific responsibilities will be selected as described above at the Board of Directors meeting to be held after the 32nd Ordinary General Meeting of Shareholders scheduled for March 25, 2026.
- Ms. Naomi Emori is a candidate for Outside Director as defined in Article 2, Item 15 of the Companies Act.

2. Candidates for directors who are audit and supervisory committee members

Name	New Position Title (Tentative)	Current Position Title	Type of Appointment
Yusuke Kano	Director (Audit and Supervisory Committee Member, Full-time)	Executive Officer, General Manager of Internal Audit Office	Newly appointed
Naohide Aikawa	Outside Director (Audit and Supervisory Committee Member)	Outside Director (Audit and Supervisory Committee Member)	Reappointment
Mamoru Miura	Outside Director (Audit and Supervisory Committee Member)	-	Newly appointed

(Note)

- The above officer changes are scheduled to be submitted for approval at the 32nd Ordinary General Meeting of Shareholders to be held on March 25, 2026.
- At the Audit and Supervisory Committee meeting to be held after the 32nd Ordinary General Meeting of Shareholders scheduled for March 25, 2026, Yusuke Kano is expected to be selected as a director serving as a full-time member of the Audit and Supervisory Committee.
- Mr. Naohide Aikawa and Mr. Mamoru Miura are candidates for Outside Director as defined in Article 2, Item 15 of the Companies Act.
- Mr. Yusuke Kano and Mr. Mamoru Miura are candidates for directors serving as audit and supervisory committee members (new appointments). Their brief profiles are as follows.

Name (Date of Birth)	Career Summary
<p style="text-align: center;">Yusuke Kano (September 23,1972)</p>	<p>Apr.1996 Joined Ono Sokki Co., Ltd. Jul. 2001 Joined Y.K. ISO Sep.2003 Joined ELAN Corporation Nov.2016 Manager of Corporate Planning Division, ELAN Corporation Apr.2017 Manager of Operations Management Division, Operations Management Department, ELAN Corporation Jan.2018 Manager of Business Development Division, ELAN Corporation Jan.2020 Manager of Business Development Division, Sales Department, ELAN Corporation Jul.2020 Manager of Operations Management Division, Operations Management Department, ELAN Corporation Jan.2021 Executive Officer, Deputy General Manager of Sales Department, ELAN Corporation Apr.2022 Executive Officer, Deputy General Manager of Business Development Department, ELAN Corporation Jul.2022 Executive Officer, General Manager of Business Development Department, ELAN Corporation Director, Ryukyu ELAN Corporation Jul.2024 Executive Officer, General Manager of Operations Management Department, ELAN Corporation Sep.2025 Corporate Auditor, GREEN LAUNDRY JOINT STOCK COMPANY (current position) Corporate Auditor, TMC VIET NAM TRADING AND SERVICE JOINT STOCK COMPANY (current position) Jan.2026 Executive Officer, General Manager of Internal Audit Office (current position)</p>
<p style="text-align: center;">Masaru Miura (August 7,1961)</p>	<p>Oct.1986 Joined Central Accounting Office, an audit firm Aug.1991 Registered as a certified public accountant Aug.2007 Representative Partner, ShinNihon Audit Corporation (now Ernst & Young ShinNihon LLC) Aug.2010 Senior Partner, ShinNihon Audit Corporation Jul.2011 Director, The Japan Academic Society for Ventures and Entrepreneurs Mar.2014 Representative Director, Listed Company Director Governance Forum (current position) Feb.2024 Representative, M'sGA Partners Office (current position) May.2024 Outside Director, UOKKIN Group (current position) Jun.2024 Outside Director, MetaMoji Corporation (current position) Sep.2024 Outside Auditor, LIPPS Co., Ltd. (current position) Jan.2025 Senior Fellow, Japan Foundation for Accounting Education & Learning (current position) Apr.2025 Committee Member, Monitoring Committee of Experts for the Operation of the National Stadium (current position) Jun,2025 Vice President, Tokyo Association, The Japanese Institute of Certified Public Accountants (current position) Jul.2025 Director, The Japanese Institute of Certified Public Accountants (current position) Nov.2025 Outside Director, SERAKU Co., Ltd. (current position) Dec.2025 Outside Director, Business Coach Inc. (current position)</p>

- Mr. Hiroshi Eyama and Mr. Nobuyuki Takagi are scheduled to retire as directors serving as audit and supervisory committee members upon the expiration of their terms at the conclusion of the 32nd Ordinary General Meeting of Shareholders scheduled for March 25, 2026.

3. Candidates for directors who are audit and supervisory committee members

Name	New Position Title (Tentative)	Current Position Title
Tomohiro Minezaki	Representative Director, President and CEO	Representative Director, President and CEO
Akira Ishizuka	Director, Executive Officer, CSO, General Manager of Corporate Strategy Department and General Manager of President's Office	Director, Executive Officer, CSO, General Manager of Corporate Strategy Department and General Manager of President's Office
Yoichi Kamijo	Director, Executive Officer, CFO, General Manager of Administration Department	Director, Executive Officer, CFO, General Manager of Administration Department
Hideya Tetsumura	Executive Manager of the Global Business Development Department	Executive Manager of the Global Business Development Department
Ryo Wakizaka	Executive Officer, General Manager of Operations Management Department	Executive Officer, General Manager of Operations Management Department
Takanori Shimizu	Executive Officer, General Manager of Distribution Department	Executive Officer, General Manager of Distribution Department
Hirotohi Suzuki	Executive Officer, General Manager of Business Department	Executive Officer, General Manager of Business Department
Yu Iizuka	Executive Officer, CMO and General Manager of Sales Department	Executive Officer, CMO and General Manager of Sales Department
Shunji Sato	Executive Officer, General Manager of Business Development Department	Executive Officer, General Manager of Business Development Department

(Note)

- The above officer changes are scheduled to be submitted for approval at the Board of Directors meeting to be held after the 32nd Ordinary General Meeting of Shareholders scheduled for March 25, 2026.
- Mr. Hideo Hara, Mr. Yusuke Kano, and Mr. Jun Kanno are scheduled to retire as executive officers upon the expiration of their terms.

4. Executive officer changes

Effective Date : April 1, 2026

Name	New Position Title (Tentative)	Current Position Title
Shunji Sato	Executive Officer, General Manager of Growth Strategy Department	Executive Officer, General Manager of Business Development Department