



January 15, 2026

Company: Skylark Holdings Co., Ltd.
Representative: Makoto Tani, Chairman & CEO
(Securities Code: 3197; TSE Prime)
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Notice Concerning Change of President and Nominees for New Directors

Skylark Holdings Co., Ltd. (Headquarters: Musashino City, Tokyo; Chairman and CEO: Makoto Tani, hereafter “the Company”) hereby announces that its Board of Directors, at a meeting held today, January 15, 2026, has informally decided on a change of President and determined the nominees for new Directors to be proposed at the 15th Annual General Meeting of Shareholders scheduled to be held on March 27, 2026, as detailed below.

The change of President is subject to his election as a Director at the said General Meeting of Shareholders, and will be officially resolved at the Board of Directors meeting to be held following the conclusion of the General Meeting of Shareholders. In addition, the nomination of candidates for Directors who are Audit and Supervisory Committee Members has been made with the consent of the Audit and Supervisory Committee.

1. Change of President (subject to approval on March 27, 2026)

(1) Reason for the changes

To renew the management structure following the expiration of the terms of office.

(2) Content of the changes

Name	New Position	Current Position
Takuo Sato	President and Chief Operating Officer	Chairperson, Taiwan Skylark Co., Ltd. (雲雀國際股份有限公司 董事長)
Minoru Kanaya	—	President and Chief Operating Officer

*Upon his retirement, Mr. Minoru Kanaya is expected to be appointed as an Advisor to the Company.

(3) Brief career history of the new President

Name	Takuo Sato	
Date of Birth	March 10, 1971	
Brief career history	<p>April 1993 Joined Skylark Co., Ltd.</p> <p>April 2005 Full-time officer of Skylark Labor Union</p> <p>October 2017 Group Leader of Sales Strategy of Skylark Restaurants Co., Ltd.</p> <p>June 2018 Field Operation Team Leader of Gusto Kanagawa/Shizuoka of the same</p> <p>June 2019 Field Operation Leader of Gusto Keihin Sales Department of the same</p> <p>December 2020 Field Operation Director of Gusto Middle Japan Sales Division of the same</p> <p>May 2022 Chairperson, Taiwan Skylark Co., Ltd. (Present) (雲雀國際股份有限公司 董事長)</p>	
Number of Shares Held	2,000	

2. Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	New Position	Current Position
Hideki Soeda	Outside Director	—

3. Candidates for Directors and Members of the Audit and Supervisory Committee

Name	New Position	Current Position
Iwao Hirano	Outside Director, Audit and Supervisory Committee Member	—

4. Brief career history of the candidate for Director

Name	Hideki Soeda	
Date of Birth	November 22, 1960	
Brief career history	<p>April 1984 Joined Toppan Moore Business Forms Co., Ltd.(Currently TOPPAN Edge Inc.)</p> <p>April 2008 Division Manager of No.8 Sales Division of the General Sales Division of the same</p> <p>April 2014 Managing Director of the same</p> <p>June 2017 Director of the same</p> <p>June 2019 Executive Managing Director of the same</p> <p>April 2022 Representative Director, President of the same</p> <p>June 2023 Director of TOPPAN PRINTING CO., LTD.</p> <p>October 2023 Director of TOPPAN Holdings Inc., TOPPAN Inc., and TOPPAN Digital Inc.</p> <p>April 2025 Director Advisor, TOPPAN Edge Inc.</p> <p>June 2025 Advisor of the same (Present)</p>	
Number of Shares Held	—	

5. Brief career history of the candidate for Director and Member of the Audit and Supervisory Committee

Name	Iwao Hirano	
Date of Birth	December 23, 1962	
Brief career history	<p>April 1987 Joined New Japan Securities Co., Ltd.(currently Mizuho Securities Co., Ltd.)</p> <p>October 1989 Joined Asahi Shinwa & Co. (currently KPMG AZSA LLC)</p> <p>June 2001 Partner (Associate Partner) of the same</p> <p>June 2007 Representative Partner (Partner) of the same</p> <p>July 2013 Board Member and Director of Tokyo Office Division 6 of the same</p> <p>November 2015 Executive Board Member of the same (End of term : June 2017)</p> <p>June 2024 Retired from the same</p> <p>July 2024 Head of Hirano CPA Office (Present)</p> <p>May 2025 Advisor, Nexus Holdings Co., Ltd. (Present)</p> <p>December 2025 Corporate Auditor of Kanamic Network Co., Ltd. (Present)</p>	
Number of Shares Held	—	

6. Proposed Executive Structure of Skylark Holdings Co., Ltd. (Effective March 27, 2026)

(1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	New Position	Current Position
Makoto Tani	Chairman and Chief Executive Officer	Chairman and Chief Executive Officer
Takuo Sato	President and Chief Operating Officer	Chairperson, Taiwan Skylark Co., Ltd. (雲雀國際股份有限公司 董事長)
Yoshiaki Kita	Executive Director and Chief Financial Officer, Managing Director of the Finance Division	Executive Director and Chief Financial Officer, Managing Director of the Finance Division
Akira Hirano	Director, Managing Director of the IT Division	Director, Managing Director of the IT Division
Hisashi Nakashima	Director, President of Skylark Restaurants Co., Ltd.	Director, President of Skylark Restaurants Co., Ltd.
Hirohiko Imura	Outside Director	Outside Director
Ayako Sano	Outside Director	Outside Director
Hideki Soeda	Outside Director	—

(2) Directors who are Audit and Supervisory Committee Members

Name	New Position	Current Position
Makoto Suzuki	Director, Audit and Supervisory Committee Chair	Director, Audit and Supervisory Committee Chair
Tatsuya Aoyagi	Outside Director, Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member
Reiko Okuhara	Outside Director, Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member
Takako Okada	Outside Director, Audit and Supervisory Committee Member	Outside Director, Audit and Supervisory Committee Member
Iwao Hirano	Outside Director, Audit and Supervisory Committee Member	—

*As a result of these appointments, the number of Directors will increase by one, bringing the total to 13 (currently 12).

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