



April 1, 2026

To Whom It May Concern:

Company Name: YAMADA HOLDINGS CO., LTD
Name of representative: Noboru Yamada
Representative Director, Chairperson and CEO
(Securities code:9831; Prime Market)
Inquiries: Akira Matsuno
General Manager, Corporate Planning Department
Telephone: 0570-078-181 (available in Japan only)

Notice Concerning Executive Personnel Changes, etc.

YAMADA HOLDINGS CO., LTD. (the "Company") hereby announces that the Company has resolved, at the meeting of the Board of Directors held on March 16, 2026, after consultation with the Nominating and Remuneration Committee, the executive personnel changes, etc., as described below.

The election of each candidate for Director is subject to the approval at the 49th Annual General Meeting of Shareholders scheduled to be held on June 26, 2026.

1. Candidates for new outside directors

(1) Candidates for directors (who are not Audit & Supervisory Committee Member)

Name (Date of Birth)	Brief History	
Yasuaki Muto (June 9, 1955)	April 1980	Joined Mitsubishi Research Institute, Inc.
	July 2001	Director, Japan Association of Private Employment Agencies (present post)
	March 2006	Retired from Mitsubishi Research Institute, Inc. (Senior Research Fellow)
	April 2006	Appointed as Professor, Waseda University
	November 2010	Advisor, Japan Society of Sports Management (present post)
	September 2016	Dean, Graduate School of Sports Sciences, Waseda University
	April 2018	Member of the Board of Trustees, Waseda University
	July 2020	Executive Director, Japan Association for Financial Planners (NPO) (present post)
	March 2026	Retired as Professor, Waseda University

(2) Candidates for directors (Audit & Supervisory Committee Member)

Name (Date of Birth)	Brief History	
Arei Shirai (June 6, 1979)	April 2003	Entered Ministry of Health, Labour and Welfare
	September 2005	Joined McKinsey & Company
	November 2012	Joined Shiseido Company, Limited
	September 2020	Joined Benesse Corporation
	April 2021	General Manager, Business Strategy Division of Benesse Corporation
	January 2023	Joined Benesse Holdings, Inc. Deputy Director, Management Planning and Promotion Division of Benesse Holdings, Inc. Director of Waris Co., Ltd.
	April 2025	General Manager, DE&I Business Development Department, University and Working Adults Company of Benesse Corporation (present post)
	June 2025	Outside Director (Audit and Supervisory Committee Member), Paramount Bed Holdings Co., Ltd. (present post)

2. Retiring Directors (due to expiration of term of office)

Tsukasa Tokuhira (Current Outside Director)

Kunimitsu Yoshinaga (Current Outside Director (Audit and Supervisory Committee Member))

3. Candidates for Director and their Titles to be Proposed at the 49th Annual General Meeting of Shareholders

Name	New	Current
Noboru Yamada	Representative Director, Chairperson and CEO	Same as above
Yoshinori Ueno	Representative Director, President and COO	Same as above
Megumi Kogure	Representative Director, Vice President and Executive Officer CHRO	Same as above
Kenichi Koyano	Director, Senior Managing Executive Officer CFO	Same as above
Tsuyoshi Nagano	Director and Executive Officer	Same as above
Miki Mitsunari	Director (Independent, Outside)	Same as above
Yasuaki Muto	Director (Independent, Outside)	-

Makoto Igarashi	Director (Audit & Supervisory Committee Member)	Same as above
Kenji Yamazaki	Director (Audit & Supervisory Committee Member)	Same as above
Somuku Imura	Director (Audit and Supervisory Committee Member) (Independent, Outside)	Same as above
Hirohisa Ishii	Director (Audit and Supervisory Committee Member) (Independent, Outside)	Same as above
Arei Shirai	Director (Audit and Supervisory Committee Member) (Independent, Outside)	–

4. (Reference) List as of June 26, 2026 (Scheduled after the conclusion of the 49th Annual General Meeting of Shareholders)

(1) Director [Reference: Ratio of Independent Outside Directors: 41.6% (Total number of Directors: 12; Independent Outside Directors: 5)]

Name	Position
Noboru Yamada	Representative Director, Chairperson and CEO
Yoshinori Ueno	Representative Director, President and COO
Megumi Kogure	Representative Director, Vice President and Executive Officer CHRO
Kenichi Koyano	Director, Senior Managing Executive Officer CFO
Tsuyoshi Nagano	Director and Executive Officer
Miki Mitsunari	Director (Independent, Outside)
Yasuaki Muto	Director (Independent, Outside)
Makoto Igarashi	Director (Audit & Supervisory Committee Member)
Kenji Yamazaki	Director (Audit & Supervisory Committee Member)
Somuku Imura	Director (Audit and Supervisory Committee Member) (Independent, Outside)
Hirohisa Ishii	Director (Audit and Supervisory Committee Member) (Independent, Outside)
Arei Shirai	Director (Audit and Supervisory Committee Member) (Independent, Outside)

(2) Executive Officers

Name	Position
Shinji Tada	Managing Executive Officer, General Manager of the Human Resources and General Affairs Division
Masatsugu Miyakita	Managing Executive Officer, General Manager of store Development Division
Akira Fukui	Executive Officer, General Manager, Audit Division III
Takayuki Fukuda	Executive Officer, General Manager, Audit Division I
Hirohito Sekiguchi	Executive Officer, General Manager, Logistics Services Division
Hisashi Yamada	Executive Officer, Chairperson's Office
Hiroyuki Yamada	Executive Officer, General Manager, Audit Division II
Yuya Horisawa	Executive Officer, Deputy General Manager of Administration Division, General Manager, Accounting Department
Takashi Maeda	Executive Officer, Deputy General Manager of store Development Division, General Manager, the Central Japan Store Development Department
Shigeki Yagi	Executive Officer, Head of the Business Efficiency Promotion Office
Yuuichi Harada	Executive Officer, General Manager of the ITDX Division
Hiroyuki Aoki	Executive Officer, Chairperson's Office
Seiichiro Okada	Executive Officer, Chairperson's Office

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.