

Translation

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Jun 24, 2026

To Whom It May Concern

Company name: KOA SHOJI HOLDINGS Co., Ltd.
(Securities Code 9273, TSE Prime Market)
Representative: Toshiyuki SHUTO, President and
Representative Director
Inquiries: Hiroki TOYODA, Executive Officer and
General Manager of General Affairs Dept
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Notice of Change of Directors at the Company and Subsidiaries

KOA SHOJI HOLDINGS CO., LTD. (the “Company”) hereby announces that, at the Board of Directors meeting held today, the Company tentatively decided on the following changes to Directors. The election of Directors will be officially decided at the 12th Annual General Meeting of Shareholders scheduled to be held on Sept 25, 2026, and the election of Executive Officers will be officially decided at the Board of Directors meeting on the same day after the Annual General Meeting of Shareholders.

The Company also announces that it has tentatively decided on the following changes to Directors of subsidiaries.

1. KOA SHOJI HOLDINGS Co., Ltd.

(1) Candidate for Director (effective Sept 25, 2026)

Name	New position	Current position
Hideyuki Isoda	Director	-

(2) Retiring Director (effective Sept 25, 2026)

Name	Current position
Toshinori Koyama	Executive Managing Director

*Toshinori Koyama will be appointed as an advisor to the Company on the same day.

(3) Candidate for Executive Officer (effective Sept 25, 2026)

Name	New position	Current position
Kenichi Ohnuma	Executive Officer and Manager of Corporate Planning Office	Manager of Corporate Planning Office

2. Subsidiaries

(1) KOA SHOJI CO., LTD.

(i) Candidate for Director (as of Sept 15, 2026)

Name	New position	Current position
Akira Tachikawa	Director and General Manager of Sales Department	Executive Officer and General Manager of Sales Department

(ii) Change in Representative Director (effective Sept 15, 2026)

Name	New position	Current position
Hideyuki Isoda	President, Representative Director	Executive Vice President

(iii) Retiring Director (effective Sept 15, 2026)

Name	Current position
Ritsuko Ohtsuka	President, Representative Director

(2) KOA ISEI CO., LTD.

(i) Retiring Director (effective Sept 15, 2026)

Name	Current position
Toshinori Koyama	Director

(ii) Candidate for Executive Officer (effective Jul 1, 2026)

Name	New position	Current position
Hiroatsu Matsumoto	Executive Officer and Zao Factory Manager	Zao Factory Manager

(3) KOA BIOTECH BAY CO., LTD.

Retiring Director (effective Sept 15, 2026)

Name	Current position
Toshinori Koyama	Director