May 12, 2025

FOR IMMEDIATE RELEASE

Company name: Watahan & Co., Ltd.

Name of representative: Isamu Nohara, President & CEO
(Securities code:3119; Prime Market)

Inquiries: Ayako Banno, Director
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To Whom It May Concern

Notice Regarding Changes in Officers

Watahan & Co., Ltd. hereby announces that the following change in officers was tentatively decided at the meeting of the Board of Directors of the Company held on May 12, 2025.

1. Changes in Directors

(1) Director candidates

This matter is scheduled to be officially decided at the Ordinary General Meeting of Shareholders to be held on June 27, 2025.

Name	New position
Kayoko Nohara	Director
Akihisa Shirota	Directors who are Audit and Supervisory Committee members (Outside Director)

(2) Profile

Name (Date of Birth)	Career Summary		Number of shares owned
Kayoko Nohara (March 27, 1971)	April 1993	Joined Mitsubishi Corporation	2,771 shares (March 31, 2025)
	November 2010	Representative Director of Mondial Co., Ltd. (currently Wataya Hanzaburo Co., Ltd.) (current position)	
	January 2023	Director of Watahan Partners Co., Ltd.	
	April 2023	Director of Watahan Mihara Shoten Co., Ltd.	
	January 2024	President & CEO of Watahan Mihara Shoten Co., Ltd. (current position)	
	October 2024	Managing Director of Watahan Partners Co., Ltd. (current position)	

After assuming the post of Managing Director of Watahan Partners Co., Ltd. and President and Representative Director of Watahan Mihara Shoten Co., Ltd., she has been involved in product development, branding, CS/ES, IT, and other departments for the entire group while managing the operating company. We believe that her diverse and multi-layered perspective based on her experience and flexible ideas from the consumer's perspective will lead to the creation of new corporate value for the group, and therefore we believe her to be a suitable candidate for director and propose her election.

Name (Date of Birth)	Career Summary		Number of shares owned
Akihisa Shirota (May 8,1965)	April 1990	Joined Recruit Co., Ltd.	- shares (March 31,2025)
	April 2002	Director and Promotion Committee Chair of Japan Amateur American Football Association East Japan	
	August 2003	Established Top Athlete Co., Ltd. Representative Director	
	April 2008	Principal of Wada Junior High School, Suginami Ward, Tokyo	
	October 2013	Superintendent of the Takeo City Board of Education, Saga Prefecture	
	April 2014	Principal of Takeuchi Elementary School, Takeo City, Saga Prefecture	
	April 2016	Superintendent of Education, Iida City, Nagano Prefecture	
	May 2022	Established Mirai Chizu General Incorporated Association, Representative Director (current position)	

In addition to his experience in starting businesses and sports organizations, he has a wide range of experience, particularly in the field of educational administration, including as a private principal of public elementary and junior high schools, and as a city education superintendent and superintendent.

We believe that his appropriate supervision and advice from an objective and expert perspective, utilizing his knowledge and practical experience, will lead to the enhancement and strengthening of our audit and supervisory system, and therefore we would like to request his election as a new outside director and audit and supervisory committee member.

(３)Retiring Directors

This matter is scheduled to be officially decided at the Ordinary General Meeting of Shareholders to be held on June 27, 2025.

Name	Current Position
Kanji Nohara	Chairman of the Board
Kazuyuki Nakajima	Directors who are Audit and Supervisory Committee members (Outside Director)

２. Changes in Representative Directors of Major Consolidated Subsidiaries (Change of president)

Watahan Ringyou Co., Ltd. (As of June 1,2025)

Name	New position	Current Position
Akira Kinoshita	President & CEO	Executive Vice President

Watahan Partners Co., Ltd. (As of June 1,2025)

Name	New position	Current Position
Kayoko Nohara	President & CEO	Managing Director

Watahan Home-Aid Co., Ltd. (As of June 1,2025)

Name	New position	Current Position
Yukiharu Nagaoka	President & CEO	Director

Watahan Intech Co., Ltd. (As of June 1,2025)

Name	New position	Current Position
Tetsuya Hosaka	President & CEO	Managing Director

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.