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May 12, 2025

To whom it may concern:

Company name: AZ-COM MARUWA Holdings Inc.
Name of representative: Masaru Wasami, President
(Stock code: 9090; TSE Prime Market)
Inquiries: Masanao Kuzuno, Director, Executive Operating Officer, General Manager of Corporate Management Group
(Telephone: +81-48-991-1000)

Notice Concerning Informal Decision about Company Officers and Change to Subsidiaries' Representative Directors

The Company hereby informs you that it resolved at the Board of Directors meeting held on May 12, 2025, to make an informal decision concerning the Company's officers and change subsidiaries' Representative Directors as shown below.

1. The Company's Board of Directors and Audit & Supervisory Board (as of June 25, 2025)

Name	New Position		Current Position
Masaru Wasami	Re-election	President & CEO	Same
Teruaki Yamamoto	Re-election	Director, Vice President, and Executive Officer	Same
Masanao Kuzuno	Re-election	Director and Executive Operating Officer	Same
Tsutomu Fujita	Re-election	Director and Executive Operating Officer	Same
Katsunobu Motohashi	Re-election	Director and Executive Operating Officer	Same
Kenji Hirano	Newly Elected	Director and Executive Operating Officer	—
Akinori Iwasaki	Re-election	Director and Managing Executive Officer	Same
Tomoki Ogura	Re-election	Director and Managing Executive Officer	Same
Itsushi Tachi	Re-election	Outside Director	Same
Masami Saigo	Re-election	Outside Director	Same
Miwako Funamoto	Re-election	Outside Director	Same
Masahito Kamijo	Re-election	Outside Director	Same
Susumu Nibuya	Newly Elected	Outside Director	—
Hiroko Goto	Newly Elected	Outside Director	—
Kazumi Kawada	Newly Elected	Audit & Supervisory Board Member	—
Shigeru Tanaka	Re-election	Audit & Supervisory Board Member	Same
Akira Iwasaki	Re-election	Outside Audit & Supervisory Board Member	Same
Masato Monguchi	During Tenure	Outside Audit & Supervisory Board Member	Same
Kyoko Ichikawa	Newly Elected	Outside Audit & Supervisory Board Member	—

Note: The changes will be officially finalized at the Board of Directors meeting following the 52nd Annual General Meeting of Shareholders to be held on June 25, 2025.

2. Retiring Audit & Supervisory Board Member
(scheduled to be retired at the Annual General Meeting of Shareholders to be held on June 25, 2025)

Name	Position after Retirement	Current Position
Hiroshi Miura	—	Outside Audit & Supervisory Board

3. Background of New Director Candidates

Name: Kenji Hirano

Date of Birth: November 4, 1968 (age 56)

Career:

Apr. 1987	Joined MARUWA UNYU KIKAN, Co., Ltd. (currently the Company)
Mar. 2006	Manager of Operation Business Department
Jun. 2010	Executive Officer, Chief General Manager of Operation Business Division, and Manager of Operation Business Department
Apr. 2011	Executive Officer, Assistant to Deputy Chief General Manager of Business Administrative Division, Chief General Manager of Operation Business Division, and Manager of Operation Business Department
Apr. 2012	Executive Officer, Deputy Chief General Manager of Corporate Planning Division, and Manager of Management Administration Division
Jun. 2012	Director of KYUSYU MARUWA LOGISTICS Co., Ltd. Audit & Supervisory Board Member of HOKKAIDO MARUWA LOGISTICS Co., Ltd.
Jun. 2013	President of KYUSYU MARUWA LOGISTICS Co., Ltd.
Jun. 2017	President of TOHOKU MARUWA LOGISTICS Co., Ltd. (current position)

Name: Susumu Nibuya

Date of Birth: November 22, 1959 (age 65)

Career:

Apr. 1982	Joined Idemitsu Kosan Co., Ltd.
Jun. 2008	Managing Director of Idemitsu Engineering Co., Ltd.
Apr. 2011	General Manager of Internal Audit Office, Idemitsu Kosan Co., Ltd.
Apr. 2013	Executive Officer and General Manager of Corporate Planning Department, Idemitsu Kosan Co., Ltd.
Jun. 2015	Director and General Manager of Corporate Planning Department, Idemitsu Kosan Co., Ltd.
Jun. 2017	Managing Director, Idemitsu Kosan Co., Ltd.
Apr. 2019	Executive Vice President and Executive Officer, Idemitsu Kosan Co., Ltd.
Jun. 2020	Representative Director and Executive Vice President, Idemitsu Kosan Co., Ltd.
Jun. 2022	Representative Director, Executive Vice President and Chief Operating Officer, Idemitsu Kosan Co., Ltd.
Jun. 2024	Executive Fellow, Idemitsu Kosan Co., Ltd. (current position) Outside Director of Sumitomo Mitsui Construction Co., Ltd. (current position)

Name:	Hiroko Goto	
Date of Birth:	July 13, 1980 (age 44)	
Career:	Dec. 2004	Joined Tohmatsu & Co. (currently Deloitte Touche Tohmatsu LLC)
	Jul. 2008	Registered as Certified Public Accountant
	Mar. 2014	Revoked the registration of Certified Public Accountant to move to the United States
	Nov. 2017	Joined KPMG LLP
	Apr. 2021	Re-registered as Certified Public Accountant
		Opened Goto Certified Public Accountant Office and assumed the position of Representative (current position)

4. Background of New Audit & Supervisory Board Member Candidates

Name:	Kazumi Kawada	
Date of Birth:	January 23, 1961 (age 64)	
Career:	Mar. 1984	Joined Daikei Shinkin Bank
	Feb. 1992	Joined MARUWA UNYU KIKAN, Co., Ltd. (currently the Company)
	Sep. 2001	Manager of Accounting Department
	Jul. 2007	Executive Officer and Chief General Manager of Accounting Division
	Apr. 2009	Executive Officer and Chief General Manager of Accounting Division and Corporate Planning Division
	Jun. 2009	Audit & Supervisory Board Member of Japan Quick Service Co., Ltd.
	Dec. 2009	Audit & Supervisory Board Member of CHUSHIKOKU MARUWA LOGISTICS Co., Ltd.
	Jun. 2010	Director and Executive Officer, Deputy Chief General Manager of Administrative Division, Chief General Manager of Accounting Division and Corporate Planning Division, and Manager of Legal Affairs Department of the Company
	Apr. 2013	Director and Executive Officer, Deputy Chief General Manager of Administrative Division and Chief General Manager of Corporate Planning Division
	Jun. 2015	Director and Managing Executive Officer, Chief General Manager of Administrative Division, and General Manager of General Administration Division
	Jun. 2016	Director of AZ-COM Data Security Co., Ltd.
	Jun. 2019	President of Maruwa Tsuun Co., Ltd. (current position)
		Director and Managing Executive Officer, Chief General Manager of General Affairs Division, and General Manager of General Administration Division of the Company
	Jul. 2020	Director and Managing Executive Officer, Chief General Manager of General Affairs Division
	Oct. 2022	Director and Managing Executive Officer, Chief General Manager of General Affairs Division of MARUWA UNYU KIKAN Co., Ltd. (current position)

Name:	Kyoko Ichikawa	
Date of Birth:	January 30, 1972 (age 53)	
Career:	Oct. 1995	Joined Ota Showa Audit Corporation (currently Ernst & Young ShinNihon LLC)
	Apr. 1999	Registered as Certified Public Accountant
	Jul. 2003	Joined Tax Corporation ATO Zaiso
	Sep. 2003	Registered as Certified Public Tax Accountant
	Apr. 2011	Director of ICHIKAWA CERTIFIED PUBLIC ACCOUNTANT OFFICE (current position)
	Jan. 2012	Joined Crowe Toyo & Co.
	Jul. 2021	Representative Partner of Mitsuba Audit Corporation (current position)
	Jun. 2023	Outside Director (Audit and Supervisory Committee Member) of COMSYS Holdings Corporation (current position)

5. Change to Subsidiaries' Representative Directors

(1) MARUWA UNYU KIKAN, Co., Ltd.

Name	New Position	Current Position
Masaru Wasami	Chairman & CEO	President & CEO
Kenji Hirano	President	—

Note: The change will be officially finalized at the Board of Directors meeting following the 3rd Annual General Meeting of Shareholders to be held in June 2025.

(2) TOHOKU MARUWA LOGISTICS Co., Ltd.

Name	New Position	Current Position
Kenji Hirano	Director	President
Toshiro Akimoto	President	Director

Note: The change will be officially finalized at the Board of Directors meeting following the 29th Annual General Meeting of Shareholders to be held in June 2025.

(3) Maruwa Tsuun Co., Ltd.

Name	New Position	Current Position
Kazumi Kawada	(Retired)	President
Masaru Wasami	President	Director

Note: The change will be officially finalized at the Board of Directors meeting following the 101st Annual General Meeting of Shareholders to be held in June 2025.

(4) NS MARUWA LOGISTICS Co., Ltd.

Name	New Position	Current Position
Toshio Watanabe	Chairman	President
Kazunari Ominato	President	Managing Director

Note: The change will be officially finalized at the Board of Directors meeting following the 7th Annual General Meeting of Shareholders to be held in June 2025.

(5) Japan Logistics Development Co., Ltd.

Name	New Position	Current Position
Koichiro Kawasoko	(Retired)	Chairman

Note: He is scheduled to be retired upon the conclusion of the 35th Annual General Meeting of Shareholders to be held in June 2025.