



April 22, 2025

Company name: Halows Co., Ltd.
 Representative: Toshiyuki Sato, President and Chief Executive Officer
 (Code number: 2742; TSE Prime Market)
 Contact: Takanori Ohara, Director and General Manager of General Planning Dept.
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Notice on Changes in Executive Appointments

We are pleased to inform you that, at the Board of Directors meeting held on April 22, 2025, the candidates for directors to be proposed at the 67th Annual General Meeting of Shareholders scheduled for May 29, 2025, have been determined. Additionally, we would like to notify you about changes in the executive officer personnel.

1. Candidates for Directors (Excluding Directors Serving as Audit and Supervisory Committee Members)

Note: To be proposed at the 67th Annual General Meeting of Shareholders scheduled for May 29, 2025.

The decision regarding the new positions is scheduled to be made at the Board of Directors meeting held on the same day.

| Name | New positions and responsibilities at the Company | Current positions and responsibilities at the Company |
|------------------|--|--|
| Toshiyuki Sato | President and Chief Executive Officer | President and Chief Executive Officer |
| Taishi Sato | Executive Vice President, in charge of sales, and responsible for Development Div. | Executive Vice President, in charge of sales, responsible for Development Div. and in charge of corporate branding |
| Hidegori Hanaoka | Senior Managing Director, General Manager, Administrative Groups and in charge of BCP | Senior Managing Director, General Manager, Administrative Groups and in charge of BCP |
| Masana Takahashi | Senior Managing Director, General Manager, Merchandise Groups, General Manager, Merchandise Div. and responsible for Sales Planning Div. | Senior Managing Director, General Manager, Merchandise Groups, General Manager, Merchandise Div. and responsible for Sales Planning Div. |
| Kenji Suemitsu | Executive Managing Director, General Manager, Store Operation Groups and General Manager, Back Office Dept. | Executive Managing Director, General Manager, Store Operation Groups and General Manager, Back Office Dept. |

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| Shinzo Sato | Executive Managing Director, Deputy General Manager, Merchandise Groups and General Manager, Merchandise Planning Div. | Director, Deputy General Manager, Merchandise Groups and General Manager, Merchandise Planning Div. |
| Kenji Sunada | Director, Deputy General Manager, Administrative Groups and General Manager, Personnel and Education Div. | Director and General Manager, Personnel and Education Div., Administrative Groups |
| Takanori Ohara | Director and General Manager, General Planning Dept. | Director and General Manager, General Planning Dept. |
| Mizue Uehara (New Appointment) | Part-time Director and in charge of corporate branding | - |
| Yoshinori Fujii | Outside Director | Outside Director |
| Chiaki Ikeda | Outside Director | Outside Director |

The brief career summary of the newly appointed director candidate (excluding candidates for directors who are Audit and Supervisory Committee members) is as follows.

| Name (Date of birth) | Career summary |
|-------------------------------------|---|
| Mizue Uehara (December 22, 1974) | January 2001 Joined TREND-PRO Inc. November 2022 Project Director, TREND-PRO Inc. (to present) |

2. Candidates for Directors Serving as Audit and Supervisory Committee Members

Note: To be proposed at the 67th Annual General Meeting of Shareholders scheduled for May 29, 2025.

The decision regarding the new positions is scheduled to be made at the Audit and Supervisory Committee meeting held on the same day.

| Name | New positions and responsibilities at the Company | Current positions and responsibilities at the Company |
|--|--|--|
| Kazumasa Ozaki | Full-time Outside Audit and Supervisory Committee Member | Full-time Outside Audit and Supervisory Committee Member |
| Hitoshi Okamoto | Outside Audit and Supervisory Committee Member | Outside Audit and Supervisory Committee Member |
| Shinsaku Sugiyama (New Appointment) | Outside Audit and Supervisory Committee Member | - |

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|------------------------------------|---|---|
| Eiko Tomiyama (New Appointment) | Outside Audit and Supervisory Committee Member | - |
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The brief career summaries of the newly appointed director candidates who will serve as Audit and Supervisory Committee members are as follows.

| Name (Date of birth) | Career summary |
|---|---|
| Shinsaku Sugiyama (January 18, 1949) | <p>April 1971 Assistant, School of Law and Letters, Okayama University</p> <p>April 1973 Joined Shiseido Company, Limited</p> <p>April 1995 Director, Lever Japan Co., Ltd.</p> <p>March 1999 President and Representative Director, Mattel Japan</p> <p>January 2001 Vice President and Director, NIHON L'ORÉAL K.K.</p> <p>August 2001 Company Auditor, EIS Co., Ltd. (to present)</p> <p>January 2005 Visiting Professor, Tokyo University of Marine Science and Technology</p> <p>April 2006 Professor, Graduate School of Management, Ritsumeikan University Graduate School</p> <p>April 2011 Professor, Career Development Center, Okayama University</p> <p>November 2012 Director, WATER Co., Ltd. (to present)</p> <p>April 2013 Professor, Faculty of Human Studies, Shujitsu University</p> <p>October 2013 Director, The Nakashima Memorial Foundation (to present)</p> <p>April 2014 Dean and Professor, Faculty of Business Administration, Shujitsu University</p> <p>November 2014 Member of Basic Policy Council, Okayama City</p> <p>April 2015 Vice President, Shujitsu University / Shujitsu Junior College</p> <p>April 2019 Professor Emeritus, Shujitsu University</p> <p>November 2019 Vice President and Director, Chugoku Gakuen University & Chugoku Junior College</p> <p>April 2020 Dean, Department of International Liberal Arts, Chugoku Gakuen University</p> <p>April 2020 Part-time Lecturer, Okayama Prefectural University Graduate School (to present)</p> <p>May 2020 President of International School and Director, Interkids (to present)</p> <p>January 2022 President, Okayama Community Cultural College (to present)</p> <p>October 2023 Vice Chairperson, Okayama Prefectural Small and Medium Enterprise Promotion Council (to present)</p> <p>June 2024 Director, Okayama Prefectural International Exchange Foundation (to present)</p> <p>November 2024 Vice Chairperson, Basic Policy Council, Okayama City (to present)</p> |
| Eiko Tomiyama (October 31, 1963) | <p>April 2010 Professor, Graduate School of Business Creation, Graduate Institute for Entrepreneurial Studies, Niigata Sogo Gakuen Educational Corporation (to present)</p> <p>April 2014 Vice President (Regional and International Affairs)</p> <p>June 2018 Outside Director, NIPPON SEIKI CO., LTD.</p> <p>June 2019 Outside Director (Auditor), NIPPON SEIKI CO., LTD. (to present)</p> <p>April 2025 Vice President (Regional Affairs, Industry-Government-Academia Collaboration, International Affairs), Graduate School of Business Creation, Graduate Institute for Entrepreneurial Studies, Niigata Sogo Gakuen Educational Corporation (to present)</p> |

3. Scheduled Resignees

(Scheduled to step down upon the conclusion of the 67th Annual General Meeting of Shareholders to be held on May 29, 2025.)

| Name | New positions and responsibilities at the Company | Current positions and responsibilities at the Company |
|---------------|---|---|
| Tomiko Koshio | Special Advisor to the President, in charge of special assignment to the President, General Planning Dept. and promotion of women's advancement | Director, in charge of special assignment to the President, General Planning Dept. and promotion of women's advancement |
| Syunji Oda | Special Advisor to the President and in charge of business auditing | Full-time Audit and Supervisory Committee Member |

4. Executive Officers

(Effective May 29, 2025)

| Name | New positions and responsibilities at the Company | Current positions and responsibilities at the Company |
|---------------------|--|--|
| Shigeki Hanaoka | Senior Executive Officer and General Manager, SV Management Div., Merchandise Groups | Senior Executive Officer and General Manager, SV Management Div., Merchandise Groups |
| Katsuhiro Hashimoto | Senior Executive Officer and General Manager, Logistics Div., Merchandise Groups | Senior Executive Officer and General Manager, Logistics Div., Merchandise Groups |
| Yoshimi Fukumoto | Executive Officer, Deputy General Manager, Store Operation Groups and Area Manager, Okayama Area | Executive Officer, Deputy General Manager, Store Operation Groups and Area Manager, Okayama Area |
| Norimasa Niiya | Executive Officer and General Manager, Development Div. | Executive Officer and General Manager, Development Div. |
| Takayoshi Kunishio | Executive Officer and General Manager, Finance and Accounting Div., Administrative Groups | Executive Officer and General Manager, Finance and Accounting Div., Administrative Groups |