



February 12, 2026

Company name:	Treasure Factory Co., Ltd.
Name of representative:	Eigo Nosaka, President & CEO (Securities code: 3093; Prime Market, TSE)
Inquiries:	Takaaki Kanesaka, General Manager of Corporate Planning Office (Telephone: +81-3-3880-8822)

Notice Regarding the Introduction of an Executive Officer System and Executive Personnel Changes (New Management Structure)

Treasure Factory Co. Ltd. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on February 11, 2026, to introduce an executive officer system and executive personnel changes, subject to proposal and approval at the 31st Annual General Meeting of Shareholders scheduled for May 27, 2026.

1. Purpose and Background

In recent years, our company has achieved accelerated growth through internal measures such as accelerating store openings in existing business formats, developing new business formats, expanding sales channels including our own e-commerce and auction platforms, and growing group companies through PMI, in addition to external tailwinds such as increased demand for reuse due to inflation and growing interest in sustainability.

To achieve further enhancement of corporate value exceeding 100 billion yen from the current market capitalization of approximately 40-50 billion yen, we will evolve and strengthen our management structure to accommodate a new growth phase.

① Introduction of Executive Officer System

With business expansion, it has become essential to maintain and improve the speed of management decision-making and strengthen the alignment between management and business execution. By introducing an executive officer system, we will more directly reflect frontline conditions in management and bolster the interface between management and business execution. Furthermore, by advancing delegation of authority to executive officers, we will improve decision-making speed and strengthen the next-generation management structure by involving personnel who will lead future management in management decision-making processes.

② Evolution of Corporate Governance

Eiji Kobayashi, Director in charge of Administrative Supervision, will retire upon expiration of his term of office. Mr. Kobayashi has contributed to building our company's management foundation over many years, but following the successful development of successor personnel within the company, he has requested to step down upon

expiration of his term of office.

We aim to strengthen the management structure through the introduction of an executive officer system, and from a corporate governance perspective, we will incorporate diverse viewpoints into management by adding one independent outside director, thereby enhancing supervisory functions and transparency. With this addition, three of the five directors, representing a majority, will be independent outside directors.

2. Overview of Executive Officer System

Introduction date: March 1, 2026 (beginning of fiscal year ending February 2027)

Selection method: Selected by the Board of Directors following deliberation by the Nomination and Compensation Committee

Term of office: In principle, appointed annually for each fiscal year, with terms ending on the last day of the fiscal year

3. Personnel

① New Director Candidate (to be proposed at the 31st Annual General Meeting of Shareholders scheduled for May 27, 2026)

Mamiko Kobayashi

Date of birth	November 6, 1972
Career summary	April 2005: Established magna Co., Ltd. April 2008: Reorganized as magna Inc., appointed Representative Director (current position)

② Director Scheduled to Retire

Eiji Kobayashi (current Director in charge of Administrative Supervision)

(Term expires at the conclusion of the 31st Annual General Meeting of Shareholders scheduled for May 27, 2026)

③ New Executive Officers

Name	New Position	Current Position
Yuki Ogawa	Executive Officer in charge of Store Operations and General Manager of Style Business	General Manager of Style Business
Nobutaka Arai	Executive Officer in charge of Finance and Accounting and General Manager of Finance and Accounting Office	General Manager of Finance and Accounting Office
Masashi Kume	Executive Officer in charge of Systems and General Manager of Systems Development Office	General Manager of Systems Development Office
Osamu Kuwano	Executive Officer in charge of General Affairs and Legal and General Manager of General Affairs Office	General Manager of General Affairs Office
Takaaki Kanesaka	Executive Officer in charge of Corporate Planning and General Manager of Corporate Planning Office	General Manager of Corporate Planning Office

(Reference) Proposed Executive Structure After the 31st Annual General Meeting of Shareholders Scheduled for May 27, 2026

Name	Position
Eigo Nosaka	Representative Director
Jun Nosaka	Senior Managing Director
Nobuo Suzuki	Director (Independent, Outside)
Kumiko Miyamoto	Director (Independent, Outside)
Mamiko Kobayashi	Director (Independent, Outside)
Masahiko Nagao	Standing Corporate Auditor (Independent, Outside)
Hiroyasu Ishikawa	Corporate Auditor (Independent, Outside)
Masaru Nakamura	Corporate Auditor (Independent, Outside)