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This document contains the revised and corrected release.



October 23, 2025

To Whom It May Concern

Company name: TSURUHA HOLDINGS INC.
Name of representative: Jun Tsuruha, President and Representative Director
(Securities code: 3391, Tokyo Stock Exchange (Prime Market))
Inquiries: Norihito Ojima, Operating Officer in charge of Group Human Resources and General Affairs Department
(Telephone: +81-11-783-2755)

Notice regarding personnel changes for our executive officers

We hereby announce that our Board of Directors, at a meeting held today, resolved to make the following changes to our Executive Officer personnel.

1. Effective Date December 1, 2025
2. Details of the Personnel Changes

Name	New position	Current position
KIRISAWA Hideaki	Director and Executive Officer, in charge of Group Sales and Product Management, and Supervisor of Welcia Holdings Co., Ltd. (Newly appointed) (Representative Director and President Executive Officer of Welcia Holdings Co., Ltd.)	(Representative Director and President Executive Officer of Welcia Holdings Co., Ltd.)
TANAKA Junichi	Executive Officer, in charge of Drugstore Business (Welcia Holdings Co., Ltd.) (Newly appointed) (Director and Executive Officer, in charge of Drugstore Business (Welcia Holdings Co., Ltd.), and Representative Director and President of Welcia Yakkyoku Co., Ltd.)	(Director and Executive Officer, in charge of Drugstore Business (Welcia Holdings Co., Ltd.), and Representative Director and President of Welcia Yakkyoku Co., Ltd.)

SHIBASAKI Takamune	Executive Officer, in charge of Group Finance and Accounting Division, Deputy Head of Finance and Accounting Headquarters, and in charge of Finance and Accounting Division (Welcia Holdings Co., Ltd.) (Newly appointed) (Director and Executive Officer, in charge of Finance and Accounting (Welcia Holdings Co., Ltd.))	(Director and Executive Officer, in charge of Finance and Accounting (Welcia Holdings Co., Ltd.))
TAKAHASHI Kouji	Executive Officer, in charge of Group Human Resources and General Affairs Division, Deputy Head of Human Resources and General Affairs Headquarters, and in charge of Human Resources and General Affairs Division (Welcia Holdings Co., Ltd.) (Newly appointed) (Director and Executive Officer, in charge of Human Resources and Administration (Welcia Holdings Co., Ltd.), and Managing Director, in charge of Human Resources and General Affairs (Welcia Yakkyoku Co., Ltd.))	(Welcia Holdings Co., Ltd.), and Managing Director, in charge of Human Resources and General Affairs (Welcia Yakkyoku Co., Ltd.))

(For your reference)

The executive structure effective December 1, 2025, is as follows.

1. Director

Name	Position
TSURUHA Jun	President and Representative Director
KIRISAWA Hideaki	Director and Executive Officer, in charge of Group Sales and Product Management, and Supervisor of Welcia Holdings Co., Ltd.
MURAKAMI Shoichi	Director and Executive Officer, in charge of Tsuruha Group Drug & Pharmacy Nishinohon Inc.
YAHATA Masahiro	Director and Executive Officer, in charge of Tsuruha Co., Ltd.

Name	Position
TOOAMA Kazuto	Director and Executive Officer, in charge of Group Store Development, and Head of Store Development Headquarters
TANAKA Wakana	Outside Director
OKUNO Hiroshi	Outside Director
SATO Harumi	Independent Director and Audit & Supervisory Committee Member
OKAZAKI Takuya	Independent Director and Audit & Supervisory Committee Member
ASADA Tatsuichi	Independent Director and Audit & Supervisory Committee Member
NAKAYAMA Yasuo	Independent Director and Audit & Supervisory Committee Member

2. Executive Officer (excluding those concurrently serving as Directors)

Name	Position
KOBASHI Yoshihiro	Executive Officer, in charge of Group Corporate Strategy Division and Head of Corporate Strategy Headquarters, and in charge of Group Information Systems Division and Head of Information Systems Headquarters
KOKAWAJI Naotaka	Executive Officer, in charge of Kyorindo Pharmacy Co., Ltd.
ARIMA Yasuyuki	Executive Officer, in charge of Group Merchandising Division
HANZAWA Tsuyoshi	Executive Officer, in charge of Drug Eleven Co., Ltd.
NOMURA Kazuhiko	Executive Officer, in charge of Group Pharmacy Operations Division, and Head of Pharmacy Operations Headquarters
HARUTA Yasuyuki	Executive Officer, in charge of Kusurino FUKUTARO Co., Ltd.
KINONE Takaomi	Executive Officer, in charge of Group Talent Development Division, and Head of Talent Development Headquarters
OJIMA Norihito	Executive Officer, in charge of Group Human Resources and General Affairs Division, and Head of Human Resources and General Affairs Headquarters
MIYAKE Ryutaro	Executive Officer, in charge of Group Finance and Accounting Division, and Head of Finance and Accounting Headquarters

FUJITA Kazuro	Executive Officer, in charge of Lady Drug Store Co., Ltd.
TANAKA Junichi	Executive Officer, in charge of Drugstore Business (Welcia Holdings Co., Ltd.)
SHIBASAKI Takamune	Executive Officer, in charge of Group Finance and Accounting Division and Deputy Head of Finance and Accounting Headquarters, and in charge of Finance and Accounting Division (Welcia Holdings Co., Ltd.)
TAKAHASHI Kouji	Executive Officer, in charge of Group Human Resources and General Affairs Division and Deputy Head of Human Resources and General Affairs Headquarters, and in charge of Human Resources and General Affairs Division (Welcia Holdings Co., Ltd.)