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December 1, 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 of Directors and Officers at Our Subsidiaries

We hereby announce that, at a meeting of the Board of Directors held today, it was resolved to implement the personnel changes of Directors and Officers at our subsidiaries, as detailed below.

Company Name: Welcia Holdings Co., Ltd.

(1) Effective Date

December 1, 2025

(2) Details

Name	New position	Current position
Jun TSURUHA	Director (New Appointment) (Current Position: (President and Representative Director, Tsuruha Holdings Inc.)	(President and Representative Director, Tsuruha Holdings Inc.)
Norihito OJIMA	Director (New Appointment) (Current Position: Executive Officer and General Manager, Human Resources and General Affairs Headquarters, Tsuruha Holdings Inc.)	(Executive Officer and General Manager, Human Resources and General Affairs Headquarters, Tsuruha Holdings Inc.)

Ryutaro MIYAKE	Auditor(New Appointment) (Current Position: Executive Officer and General Manager, Finance and Accounting Headquarters, Tsuruha Holdings Inc.)	(Executive Officer and General Manager, Finance and Accounting Headquarters, Tsuruha Holdings Inc.)
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