



September 28, 2026

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 of Personnel Changes at the Company and Its Subsidiaries

We hereby announce that the Board of Directors, at its meeting held today, approved the personnel changes at the Company and its functional subsidiaries as set forth below.

1. Tsuruha Holdings Inc.

(1) Effective Date: October 1, 2026

(2) Personnel Changes

Name	New Position	Current Position
Hideaki Kirisawa	Director and Executive Officer Officer in Charge of Group Sales and Merchandising, General Manager of the Dispensing Pharmacy Operations Headquarters responsible for the Group Dispensing Pharmacy Operations Division, and Officer in Charge of Welcia Holdings Co., Ltd.	Director and Executive Officer Officer in Charge of Group Sales and Merchandising, and Officer in Charge of Welcia Holdings Co., Ltd.
Kazuhiko Nomura	Executive Officer Deputy General Manager of the Dispensing Pharmacy Operations Headquarters responsible for the Group Dispensing Pharmacy Operations Division	Executive Officer General Manager of the Dispensing Pharmacy Operations Headquarters responsible for the Group Dispensing Pharmacy Operations Division

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the latter shall prevail.

2. Tsuruha Group Merchandising, Inc.

(1) Effective Date: October 16, 2026

(2) Personnel Changes

Name	New Position	Current Position
Takayuki Itajima	Logistics Headquarters General Manager of the Logistics Department *(Seconded to Tsuruha Group Merchandising, Inc.)	— (Welcia Yakkyoku Co., Ltd. Attached to the Human Resources Headquarters)
Yoshiki Chiba	— (Welcia Yakkyoku Co., Ltd. Attached to the Human Resources Headquarters) *(Secondment to Tsuruha Group Merchandising, Inc. to be terminated)	Logistics Headquarters General Manager of the Logistics Department