

August 24, 2026

Company Name: Warabeya Nichiyo Holdings Co., Ltd.
 Representative: Hideo Tsuji, Representative Director, President
 (Securities code: 2918, Tokyo Stock Exchange, Prime Market)
 Contact: Atsushi Inoue, Director, Executive Officer
 (Tel: 03-5363-7010)

Notice Regarding Organizational Changes and Changes in Officers

Warabeya Nichiyo Holdings Co., Ltd. (hereinafter the “Company”) hereby announces that it has decided today to make organizational changes and changes in officers, as follows.

1. Organizational Changes

(1) Details of the changes

The following organizational changes will be made to strengthen the Company’s structure.

- (i) The Human Resource Development Department and the Occupational Safety Promotion Department will be merged into the Human Resources Development and Safety Promotion Department.
- (ii) The Administrative Management Headquarters will be newly established, with the General Affairs Department, Human Resources Department, Human Resources Development and Safety Promotion Department, and Financial Planning Department under its jurisdiction.

(2) Scheduled Date of Changes: Tuesday, September 1, 2026

2. Changes in Officers

(1) Details of the changes

Name	New Title	Current Title
Masahide Ebata	Director, Executive Officer in charge of Overseas Business, Corporate Planning and Sustainability of the Company [Representative Director, President of WARABEYA NICHIO INTERNATIONAL CO., LTD.]	Director, Executive Officer in charge of Overseas Business [Representative Director, President of WARABEYA NICHIO INTERNATIONAL CO., LTD.]
Koji Ono	Director, Executive Officer Head of Administrative Management Headquarters	Director, Executive Officer in charge of General Affairs, Human Resources, and Systems of the Company
Atsushi Inoue	Director, Executive Officer in charge of Special Assignments	Director, Executive Officer General Manager of Corporate Planning Dept. and in charge of Finance and Sustainability of the Company

(2) Scheduled Date of Changes: Tuesday, September 1, 2026

3. Other Changes

(1) Details of the changes

Name	New Title	Current Title
Hiroshi Hoshizuki	Executive Officer Deputy Head of Administrative Management Headquarters and General Manager of Human Resources Development and Safety Promotion Dept. [Director, Executive Officer of WARABEYA NICHIO FOODS CO., LTD.]	— [Director, Executive Officer Deputy Head of Business Unit II and General Manager of Production Dept. II of WARABEYA NICHIO FOODS CO., LTD.]
Yutaka Sato	General Manager in charge of Regional Management, Administrative Management Headquarters	General Manager of Human Resource Development Dept.
Yoshinori Tamura	General Manager of Corporate Planning Dept.	Deputy General Manager of Corporate Planning Dept.

(2) Scheduled Date of Changes: Tuesday, September 1, 2026

Note: This English translation is provided solely for information purposes. Should there be any discrepancies between this translation and the Japanese original, the latter shall prevail.