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June 5, 2026

Company name: JOYFUL HONDA CO., LTD.  
 Representative: Ikuo Hirayama, President  
 (Securities code: 3191; Tokyo Stock Exchange Prime Market)  
 Contact: Hirohiko Kubo, Deputy Manager,  
 Administration Division  
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### **Notice Regarding Officer Appointments**

JOYFUL HONDA CO., LTD. (the “Company”) hereby announces that at the Board of Directors meeting held on June 5, 2026, resolutions were made regarding officer appointments effective September 17, 2026 subject to approvals at the 51st Ordinary Shareholders’ Meeting scheduled for the same date. The Company also announced that it has decided on the appointment of officers effective June 21, 2026, the start date of the new fiscal year.

#### **1. Officer appointments effective September 17, 2026 and nominations of candidates for Directors and Statutory Auditors**

The Company has resolved to submit a proposal regarding the election of six Directors and one substitute Statutory Auditor to the 51th Ordinary Shareholders’ Meeting scheduled for September 17, 2026 as follows.

##### (i) Candidates for Directors

Reappointment / new appointment	Name	New Position	Current position
Reappointment	Ikuo Hirayama	President	Same as the left
	Masaru Honda	Director Counselor	Same as the left
	Touko Shirakawa	Director (External Director)	Same as the left
	Keita Tokura	Director (External Director)	Same as the left
	Shinichi Shibayama	Director (External Director)	Same as the left
New appointment	Seiji Manabe	Director Managing Executive Officer	-

\* The name of Ms. Touko Shirakawa on her family register is Miki Kobayashi.

\* Ms. Touko Shirakawa, Mr. Keita Tokura and Mr. Shinichi Shibayama have been designated as independent officers based on the Company’s Independence Standards for External Officers, in addition to the requirements for independent directors stipulated by the Tokyo Stock Exchange, and have been reported to the Exchange as such. If they are elected as originally proposed at the 51th Ordinary Shareholders’ Meeting, they will continue to be independent officers.

## (ii) Past experience of the candidate for new Director and reasons for nomination

Name (Date of Birth)	Past experience	
Seiji Manabe (July 9, 1977)	April 2000	Joined Deloitte Touche Tohmatsu LLC
	August 2006	Joined Mitsubishi Corporation
	December 2014	Seconded as Executive Manager reporting to the President, the Company
	October 2015	Manager, Corporate Planning Department, the Company
	March 2016	Seconded to Marunouchi Capital Inc.
	January 2017	Food Retail Department, Living Essentials Group, Mitsubishi Corporation
	February 2019	Seconded as General Manager, Sales and Marketing Division, Fujicatio Co., Ltd.
	May 2021	Director, Deputy General Manager, Commercial Division, Fujicatio Co., Ltd.
	April 2023	Seconded as Director in charge of Management Department, Maker's Shirt Kamakura Co., Ltd.
January 2026	Director in charge of Business Management Department, Maker's Shirt Kamakura Co., Ltd.	
May 2026	S.P.A. Business Department, Smart-Life Creation Group, Mitsubishi Corporation (to present)	
(Reasons for Appointment)		
<p>Mr. Seiji Manabe possesses specialized knowledge in finance and accounting as a certified public accountant and has accumulated extensive experience in business management and business investment at a major auditing firm and Mitsubishi Corporation. He also possesses practical knowledge having been engaged in business and organizational operations as a senior executive at a number of retail companies in addition to being in charge of the Corporate Planning Department among other responsibilities when he was seconded to the Company. The Company judges that he will apply this experience and specialized knowledge to its management and is qualified to further enhance the corporate value of the Company. Based on this, the Company nominates him as a candidate for Director.</p>		

\*Mr. Seiji Manabe does not hold any shares of the Company.

## (iii) Candidate for Substitute Statutory Auditor

Reappointment / new appointment	Name	New Position	Current position
Reappointment	Toshihiro Masubuchi	Substitute Statutory Auditor	Same as the left

(iv) List of Directors, Statutory Auditors, and Executive Officers effective September 17, 2026 (tentative)  
Directors and Statutory Auditors

Name	Position and Responsibilities
Ikuo Hirayama	President
Masaru Honda	Director, Counselor
Seiji Manabe	Director, Managing Executive Officer
Touko Shirakawa	Director (External Director)
Keita Tokura	Director (External Director)
Shinichi Shibayama	Director (External Director)
Shinsuke Uchinashi	Standing Statutory Auditor (External Auditor)

Yumiko Otagiri	Statutory Auditor (External Auditor)
Akiko Ozawa	Statutory Auditor (External Auditor)

Executive Officers

Name	Position and Responsibilities
Masakazu Okajima	General Manager, Corporate Planning Division
Kazunobu Takanohashi	Division Manager, Home Center Division
Satoshi Honda	Division Manager, Reform Division

**2. Officer appointments effective June 21, 2026**

Officer appointments effective June 21, 2026 have been determined as follows.

(i) Changes in Executive Officers

Name	New Position	Current Position
Satoshi Honda	Executive Officer Division Manager, Reform Division	Division Manager, Reform Division

(ii) List of Directors, Statutory Auditors, and Executive Officers effective June 21, 2026 (tentative)  
Directors and Statutory Auditors

Name	Position and Responsibilities
Ikuo Hirayama	President
Masaru Honda	Director, Counselor
Touko Shirakawa	Director (External Director)
Keita Tokura	Director (External Director)
Shinichi Shibayama	Director (External Director)
Shinsuke Uchinashi	Standing Statutory Auditor (External Auditor)
Yumiko Otagiri	Statutory Auditor (External Auditor)
Akiko Ozawa	Statutory Auditor (External Auditor)

Executive Officers

Name	Position and Responsibilities
Masakazu Okajima	General Manager, Corporate Planning Division
Kazunobu Takanohashi	Division Manager, Home Center Division
Satoshi Honda	Division Manager, Reform Division