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To all whom it may concern

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**Notice Regarding Transition to a Company with an Audit and Supervisory Committee and Changes to Executive Personnel**

Hanwa Co., Ltd. (“Hanwa”) decided, at the Board of Directors meeting held today, to transition from a company with a Board of Auditors to a company with an Audit and Supervisory Committee, subject to approval at Hanwa’s 78th Ordinary General Shareholders Meeting to be held on June 26, 2025, with the aim of further strengthening corporate governance.

In line with this, Hanwa also decided today on the following candidates for Directors to be submitted to the 78th Ordinary General Shareholders Meeting:

**1. Transition to a Company with an Audit and Supervisory Committee****(1) Purpose of the transition**

The aim is to strengthen the supervisory function of the Board of Directors and further enhance corporate governance by making Audit and Supervisory Committee Members, who are responsible for auditing the execution of duties by Directors, members of the Board of Directors.

**(2) Timing of the transition**

If the necessary amendments to the Articles of Incorporation are approved as proposed at Hanwa’s 78th Ordinary General Shareholders Meeting to be held on June 26, 2025, Hanwa plans to transition to a company with an Audit and Supervisory Committee on the same date.

**2. Changes to Executive Personnel****(1) Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)**

(Scheduled to be submitted to Hanwa’s 78th Ordinary General Shareholders Meeting to be held on June 26, 2025)

Name	New Position	Current Position
Yoichi Nakagawa	Representative Director, President	Representative Director, President
Hiromasa Yamamoto	Representative Director, Vice President, Executive Officer	Vice President, Executive Officer
Yasushi Hatanaka	Director, Vice President, Executive Officer	Director, Senior Managing Executive Officer
Yoichi Sasayama	Director, Senior Managing Executive Officer	Director, Senior Managing Executive Officer
Keiji Matsubara	Director, Senior Managing Executive Officer	Director, Managing Executive Officer

Hisashi Honda	Director, Managing Executive Officer	Director, Managing Executive Officer
Ryuji Hori	Outside Director	Outside Director
Kamezo Nakai	Outside Director	Outside Director
Reiko Furukawa	Outside Director	Outside Director
Chika Sato	Outside Director	Outside Director

(2) Candidates for Directors who are Audit and Supervisory Committee Members

(Scheduled to be submitted to Hanwa's 78th Ordinary General Shareholders Meeting to be held on June 26, 2025)

Name	New Position	Current Position
Hideo Kawanishi	Director, Full-time Audit and Supervisory Committee Member	Full-time Corporate Auditor
Hideyuki Takahashi	Outside Director, Audit and Supervisory Committee Member	Outside Corporate Auditor
Naoya Sakurai	Outside Director, Audit and Supervisory Committee Member	Outside Corporate Auditor
Hisanori Kokuga	Outside Director, Audit and Supervisory Committee Member	Outside Corporate Auditor

(3) Directors scheduled to retire

(Scheduled to retire at the conclusion of Hanwa's 78th Ordinary General Shareholders Meeting to be held on June 26, 2025)

Name	Current Position
Yasumichi Kato	Director, Chairman
Yasuharu Kurata	Director, Senior Managing Executive Officer

\*Mr. Yasumichi Kato is scheduled to become an Advisor after his retirement.

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(4) Corporate Auditors scheduled to retire

(Scheduled to retire at the conclusion of Hanwa's 78th Ordinary General Shareholders Meeting to be held on June 26, 2025)

Name	Current Position
Hideo Kawanishi	Full-time Corporate Auditor
Yoshimasa Ikeda	Full-time Corporate Auditor
Hideyuki Takahashi	Outside Corporate Auditor
Naoya Sakurai	Outside Corporate Auditor
Hisanori Kokuga	Outside Corporate Auditor

\*Mr. Yoshimasa Ikeda is scheduled to become an Audit and Supervisory Officer after his retirement.

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