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August 25, 2025

For immediate release

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Notice Concerning Organizational and Personnel Changes

Kojima Co., Ltd. (the “Company”) hereby announces that it has resolved, at today’s Board of Directors meeting, to make organizational and personnel changes, effective September 1, 2025, as described below.

1. Organizational changes (effective September 1, 2025)

- New establishment of Sales Support Department directly under Sales Division
- New establishment of Business Improvement Office and Operations Support Office directly under Sales Support Department, Sales Division
- Transfer of CS Promotion Office from directly under Sales Department, Sales Division to directly under Sales Support Department
- Transfer of New Store Preparation and Renovation Office from directly under Development Department, Sales Division to directly under Sales Department
- Change of name of Development Department directly under Sales Division to Store Development Department
- Consolidation of Store Renovation Office directly under Development Department, Sales Division into Store Development Department

2. Personnel changes (effective September 1, 2025)

(1) Executive officers

| New position | Name | Current position |
|-------------------------------------------------------------------------------------|--------------------|-----------------------------------------------------------------------------|
| Executive Officer General Manager of Sales Support Department, Sales Division | Tomokazu Iwata | Executive Officer General Manager of Sales Department, Sales Division |
| Executive Officer General Manager of Sales Department, Sales Division | Shinichi Kaminishi | Executive Officer Sales Department Manager, Sales Division |

(2) General managers

| New position | Name | Current position |
|------------------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------|
| General Manager of Store Development Department, Sales Division | Hideki Ochi | Head of Store Renovation Office, Development Department, Sales Division |
| General Manager of Human Resources Department, General Affairs and Human Resources Division | Masaru Imai | Human Resources Department Manager, General Affairs and Human Resources Division |