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April 3, 2026

Company name: HEIWADO CO., LTD.
Representative: Masashi Hiramatsu
Representative Director, Executive
President and CEO
(Securities code: 8276; Prime Market,
Tokyo Stock Exchange)
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Manager of General Affairs Div. and
General Manager of CS Promotion Div.
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Notice of Changes of Executive Officers

HEIWADO CO., LTD. (hereinafter the “Company”) hereby announce that our Board of Directors, at a meeting held on Thursday, April 2, 2026, has informally decided on the following changes in its officers.

The appointment of the new Director is subject to approval at the 69th Annual General Meeting of Shareholders scheduled to be held on Thursday, May 14, 2026.

1. Candidates for new director

Name (Date of Birth)	Brief History		
Kazuo Fujita (June 11, 1973)	April	1997	Joined Mitsubishi Corporation
	May	2002	Secondment to Lawson, Inc.
	April	2008	Return to Mitsubishi Corporation
	February	2014	Secondment to the Company
	March	2017	Secondment to Lawson, Inc.
	April	2021	Return to Mitsubishi Corporation
	April	2022	Secondment to Mitsubishi Shokuhin Co., Ltd.
	March	2024	Joined the Company
	April	2024	Senior Corporate Officer and Senior General Manager of Management Strategy Division and DX Promotion Project Leader of the Company
	February	2026	Senior Corporate Officer and Senior General Manager of Management Strategy Division of the Company

2. Effective Date May 14, 2026