



December 19, 2025

To whom it may concern:

Company Name: TAIYO HOLDINGS CO., LTD.
Representative: Hitoshi Saito, President and CEO
(Code: 4626, Listed on Prime
Market of Tokyo Stock Exchange)
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Notice Concerning Resignation of Executive Officer

Taiyo Holdings Co., Ltd. (hereinafter, “Taiyo Holdings”) hereby announces that, following the discovery of an inappropriate expense claim by Managing Executive Officer Naohiro Arata (hereinafter, “Mr. Arata”), Mr. Arata submitted his resignation as Managing Executive Officer, effective today, and that the Board of Directors has accepted his resignation.

1. Date of resignation December 19, 2025

2. Reasons for resignation and background

Taiyo Holdings identified a suspicious expense claim by Mr. Arata around late September this year while pursuing initiatives to strengthen procedures for reviewing expense claims as part of an effort to enhance internal controls after transitioning to a new management structure. Taiyo Holdings subsequently launched an investigation with the help of outside experts. As a result, it was discovered that Mr. Arata had falsely claimed entertainment expenses and received payments from Taiyo Holdings, including meals for which he had not paid. Mr. Arata has acknowledged these facts.

Taiyo Holdings has already received a full refund from Mr. Arata, who submitted his resignation as Managing Executive Officer. Consequently, the Board of Directors accepted his resignation at a meeting today. Mr. Arata, who concurrently serves as a Board Director of Taiyo Ink Mfg. Co., Ltd., a subsidiary of Taiyo Holdings, also submitted his resignation from the Board of Directors of the company, effective today. The Board of Directors of the company has accepted his resignation.

3. Measures to prevent recurrence and voluntary return of executive compensation

Taiyo Holdings recognizes the seriousness of this matter and has implemented stricter procedures for reviewing expense claims. Taiyo Holdings will maintain its efforts to prevent recurrence and strengthen internal controls.

Furthermore, in response to this matter and for the purpose of clarifying management responsibility, it has been decided that the President and Representative Director of Taiyo Holdings will voluntarily return a portion of executive compensation as outlined below.

Hitoshi Saito, President and Representative Director: 10% of base salary compensation (monthly)
Applicable period: three months starting from December 2025

4. Future Outlook

Taiyo Holdings has completed the confirmation of the facts as of now; however, should any matters requiring disclosure arise in the future, Taiyo Holdings will promptly make an announcement.