

March 30, 2023

For Immediate Release

Company name: IR Japan Holdings, Ltd.
Representative: Shirou Terashita,
Representative Director, President and Chief
Executive Officer
(Securities code: 6035)
Contact: Yutaka Fujiwara,
Director and General Manager, Corporate
Planning Department
(Tel: +81-3-3519-6750)

Announcement of Changes of Directors (Election of Additional Candidate for New Outside Director (Full-time Audit and Supervisory Committee Member))

IR Japan Holdings, Ltd. (the “Company”) hereby announces that the Board of Directors informally decided on the changes of directors (election of candidate for new outside director (full-time audit and supervisory committee member)) as follows at its meeting held today.

As announced today in the “Announcement of the Group’s Conflicts of Interest Management Framework, etc.,” the Company has decided to increase the number of outside directors (full-time audit and supervisory committee members) by one to further enhance its corporate governance framework.

The matter will be formally decided upon approval at the Annual General Meeting of Shareholders scheduled to be held in June 2023.

1. Election of candidate for outside director (full-time audit and supervisory committee member)

(1) Name and career summary of candidate for new outside director (full-time audit and supervisory committee member)

| Name (Date of birth) | Career summary | | Number of the Company’s shares held: |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| Akira Kimura (November 2, 1962) | April 1986 | Joined Honda Motor Co., Ltd. | — |
| | January 2003 | General Manager of Human Resources and Legal Affairs Division for European Regional Headquarters, Honda Motor Europe Ltd. | |
| | April 2008 | General Manager of Secretariat, Management Operations, Honda Motor Co., Ltd. | |
| | April 2011 | General Manager of Human Resources and Labor Relations for Asia & Oceania Regional Headquarters, Asian Honda Motor Co., Ltd. | |
| | April 2013 | General Manager of Corporate Planning Division and Corporate Planning Office, Honda Motor Co., Ltd. | |
| | April 2017 | Head of Corporate Planning Supervisory Unit, Honda Motor Co., Ltd. | |
| | April 2020 | Director in charge of Administration and Compliance Officer, Honda R&D Co., Ltd. (Retired in March 2022) | |
| April 2022 | Operating Executive, Human Resources and Corporate Governance Supervisory Unit, Honda Motor Co., Ltd. (Retired from Honda Motor Co., Ltd. in November 2022) | | |

*Mr. Kimura is a candidate for outside director as stipulated in Article 2, Item 15 of the Companies

Act. While he was an important employee of Honda Motor Co., Ltd., which is a client of the Company's consolidated subsidiary, IR Japan, Inc., he retired from Honda Motor in November 2022. In addition, the scale of transactions with Honda Motor is extremely small, accounting for less than 1% of the Company's consolidated net sales for the fiscal year ended March 31, 2022. Accordingly, the Company plans to register him as an independent director with the Tokyo Stock Exchange, as he satisfies the Company's independence criteria and the requirements for independent officers as stipulated by the Tokyo Stock Exchange.

(2) Reasons for appointment

The Company has decided to increase the number of outside directors (full-time audit and supervisory committee members) by one to further enhance its corporate governance framework. With the addition of one full-time audit and supervisory committee member, the number of outside directors will increase to four. Four out of six directors consist of highly independent outside directors, which will strengthen the supervisory and check-and-balance functions and further enhance the Company's corporate value and management transparency.

Akira Kimura has been engaged in management at the listed company Honda Motor Co., Ltd. and its subsidiaries, and has abundant experience and a high level of insight. In particular, he has extensive knowledge of corporate governance and compliance, and thus we have nominated him as a candidate for outside director (full-time audit and supervisory committee member) based on our judgment that he can be expected to supervise and provide advice from an independent standpoint.

End of release