



To Investors:

November 22, 2023

MonotaRO Co, Ltd
(Securities Code: 3064, Tokyo Prime Market)
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Notice of Change of President and Executive Officers

MonotaRO Co., Ltd. (headquartered in Osaka, Japan and hereinafter “the Company”) announces that its Board of Directors, following deliberations by the Nomination Committee, has resolved the following changes in President and Executive Officers at the meeting held today.

1. Changes in President and Executive Officers

(1) Changes in President and Executive Officers (Scheduled Date of Changes: January 1, 2024)

Name	New Position	Current Position
Masaya Suzuki	Chairman of the Board and Chief Executive Officer	Director and President and Chief Executive Officer
Sakuya Tamura	President and Chief Operating Officer	Senior Executive Officer, General Manager, Supply Chain Management Dept. and General Manager, BPM Promotion Dept.

Sakuya Tamura is scheduled to be included in the agenda of candidate for election as a Director to be submitted to the Company's 24th Annual General Meeting of Shareholders to be held in March 2024, and if elected as the Director, Ms. Tamura will assume the position of the Director and President and Chief Operating Officer.

(2) Reason for the Change

Since the establishment in 2000, the Company has developed the indirect materials sales business utilizing the Internet. Based on its accumulated customer base mainly of small to medium sized companies and the wide range of products it handles, the Company has expanded its business into the purchasing management system business for large corporations. The Company has also further expanded its geographic scope including not only Japan but also South Korea, Indonesia, and India, reaching sales of 225.9 billion JPY and operating income of 26.2 billion JPY (consolidated) in fiscal year 2022. And now, in order to advance to the next stage of growth as a corporate group, the decision on the change of President and Executive Officers has been made.

Sakuya Tamura, who will be the new President and Chief Operating Officer, joined the Company in March 2020, was appointed as the General Manager of Supply Chain Management Department in April 2021, became the Executive Officer in March 2022, and the Senior Executive Officer in March 2023. Ms. Tamura is currently executing the Company's management in Supply Chain Management, Marketing, Customer Experience (CX) Management, and Business Process Management (BPM).

In addition, Ms. Tamura has taken actions in response to supply chain disruptions in Japan and overseas due to the spread of COVID-19 infection from the time she joined the Company in 2020 until around 2022. In the planning and operation of the project for the launch of Inagawa Distribution Center (Hyogo Prefecture), which is the Company's largest distribution center and started operations in April 2022, she has demonstrated a high level of leadership and delivered results.

Disclaimer: This is an English translation of the notice in Japanese language.

All readers are recommended to refer to the original in Japanese language.

In the event of any discrepancy between this translation and the original, the original prevails.

Ms. Tamura has contributed to the Company's growth by listening to the opinions of internal and external personnels and making decisions as an executive officer while deepening and expanding her own understanding of those opinions. Following the deliberations by the Nomination Committee, the Board of Directors has determined that Ms. Tamura will assume the position of President and Chief Operating Officer on January 1, 2024 since her leadership style of listening to diverse opinions of others, learning at high speed, and applying them to management execution is highly compatible with the MonotaRO group and is necessary for the Company's further growth in the future.

Masaya Suzuki, currently Director and President and Chief Executive Officer, will assume the position of Director and Chairman and Chief Executive Officer of the Company on January 1, 2024 and will be in charge of the Company's overseas subsidiaries and will continue to serve as Managing Director of the online business of W.W. Grainger, the Company's parent company in the United States. Mr. Suzuki will bring his up-to-date knowledge of the e-commerce business for businesses in Japan and overseas as CEO of the Company.

(3) Brief personal history of newly appointed President and Chief Operating Officer, Sakuya Tamura

New Position President and Chief Operating Officer

Name Sakuya Tamura

Birthdate August 5, 1982

Brief Biography

April 2007 Joined Boston Consulting Group

April 2010 Joined GE Healthcare Japan Corporation

March 2020 Joined the Company

April 2021 General Manager, Supply Chain Management Dept., the Company

March 2022 Executive Officer and General Manager, Supply Chain Management Dept., the Company

March 2023 Senior Executive Officer and General Manager, Supply Chain Management Dept., the Company (to present)

June 2023 General Manager, BPM Promotion Dept., the Company (to present)

Number of Shares of the Company held 6,060 shares

(4) Date of Assumption of Office

January 1, 2024

2. Position of Directors Scheduled to Change (Scheduled Date of Change: January 1, 2024)

Name	New Position	Current Position
Kinya Seto	Director	Chairman and Director

End of notice

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