

April 2, 2021

To whom it may concern

SBS Holdings, Inc.

Held a FY2021 SBS Group Joint Entrance Ceremony

TOKYO, April 1, 2021 — the SBS Group held a joint entrance ceremony (ceremony to welcome new employees) for the first time in two years, on April 1, 2021 in Sumida Ward, Tokyo, after taking measures to protect against the risk of COVID-19 infection. The message that Masahiko Kamata, the Group representative, delivered to our 174 new employees on this occasion was as follows.



Last year, 94 new employees joined the company, but we were very disappointed that we were unable to hold our entrance ceremony. Consequently, therefore, I was all the more determined to make this year's event a success and made all possible preparations to ensure that we managed to make it happen. I would like to extend a heartfelt welcome to all of you, along with my thoughts and hopes for all the new employees who joined us last year.



The most recent performance recorded by the SBS Group was a year-on-year increase in sales and profits, which we achieved even though it was in an environment in many companies were suffering from the effects of COVID-19. The well-balanced business portfolio created through the strength of our M&A strategy has proved to be successful, and our EC (electronic commerce) logistics and food logistics businesses were able to successfully cover for those areas that were negatively impacted.

The business environment facing Japanese companies is one in which they are exposed to increasingly fierce international competition and this can only be expected to become even more severe in the future, but the online shopping or EC market, on the other hand, is attracting attention as a growth field. The SBS Group is preparing to introduce a unique solution to this area, and we look forward to working with you in this "EC logistics" business area.

After joining the company, simply doing the same thing as everybody else is the same as just lying back in a lukewarm bath. You have to keep thinking, to squeeze out all of your wisdom, and continue to act in response to, and actively take on, new challenges, whether you are asleep or awake. If you adopt this approach, there will always be someone around you that will be watching and evaluating you, and this is how you will get gradually closer to achieving the realization of your dreams.



For this reason, you should take an interest in a wide range of fields, talk to a variety of people be inspired by them and, at the same time, gather information from various media sources yourself so that you can deliver useful output and become some that inspires other people.

By establishing a firm sense of self in this way, you will find that different ideas and new ways of doing things will emerge from within yourself.

The SBS Group is a “venture company” and it will remain one no matter how large it grows. The only way to survive is for each and every one of us to have a ‘passionate aspirations’ and ‘vivid dreams’ and to drive forward faster than anyone else and without fear of failure. It is my dream to have people think, ‘I’m glad I joined this company’. Let’s all work together to make the dreams of all of us come true.

<Outline of the FY2021 SBS Group Joint Entrance Ceremony>

Date and time: Thursday, April 1, 2021, 13:00-14:20

Location: Sumida Sangyo Kaikan (3-9-10 Koto-bashi, Sumida-ku, Tokyo)

Contents: Greetings by representatives, Introduction of attendees, Introduction of new employees, Taking photos

New employees: 174 new employees at 13 SBS Group companies

■ Reference

<Overview of SBS Group>

Holding company: SBS Holdings, Inc. (SBS Group Holding Company)

Established: December 1987

Representative: Masahiko Kamata, President and Representative Director

Listed: First Section of the Tokyo Stock Exchange (Securities code: 2384)

Head office: Orinas Tower, 4-1-3, Taihei 4-chome, Sumida-ku, Tokyo

Capital: 3.9 billion yen

Net sales: 257.1 billion yen (Consolidated)

Number of employees: 21,840 (including 9,742 full-time employees, consolidated)

Business activities: Since its foundation in 1987, the SBS Group has contributed to the creation of benefits for customers by enhancing logistics and ancillary services and providing 1-stop logistics services. Within the SBS Group, we have a group of companies that handle a variety of products, from foodstuffs to extra-heavyweight items, a group of companies that can respond to a variety of delivery formats, including route, area, and same-day delivery, and a group of companies that specialize in logistics facility development and environmental logistics.

Primary group companies

Major Companies and Major Businesses	SBS TOSHIBA LOGISTICS CORPORATION	Comprehensive logistics, 3PL, and 4PL
	SBS RICOH LOGISTICS SYSTEM Co., Ltd.	Comprehensive logistics and 3PL
	SBS Logicom Co., Ltd.	Comprehensive logistics and 3PL
	SBS Freight Service Co., Ltd.	General logistics, route business
	SBS Global Network Co., Ltd.	International logistics
	SBS Flec Co., Ltd.	Food logistics, 3PL
	SBS Zentsu Co., Ltd.	Food logistics, personal delivery
	SBS Sokuhai Support Co., Ltd.	Same-day delivery, waste disposal
	SBS Asset Management Co., Ltd.	Development and leasing of logistics facilities
	SBS Staff Co., Ltd.	Temporary staffing and job placement services
	SBS Finance Co., Ltd.	Leasing, insurance, and joint purchasing
Marketing Partner, Inc.	Marketing and Mail Order Business	

URL: <https://www.sbs-group.co.jp>

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* The material contained in this document is the information as of the announcement date. Please be aware that these changes may be made without prior notice.