

*October 23, 2024***Notice of Executive Personnel Changes at Affiliated Companies**

TOKYO, October 23, 2024 — SBS Holdings, Inc. would like to announce personnel changes at its affiliated companies. The new Executive Officer appointments and their responsibilities are as follows.

1 . SBS Flec Co., Ltd. (Effective Date: October 23, 2024)

Name	New position and responsibility	Current position and responsibility
Mitsugu Kakushi	Managing Executive Officer, Chief General Manager of Logistics Operation; Supervisor of Chubu region	Managing Executive Officer, Chief General Manager of Logistics Operation
Takeshi Nakamura	Managing Executive Officer, Supervisor of East Japan region	(SBS Logicom Co., Ltd.)
Junichi Sakato	Managing Executive Officer, Supervisor of West Japan region	(SBS Logicom Co., Ltd.)
Hiroaki Morita	Executive Officer, General Manager of Tohoku Branch	Executive Officer, General Manager of Chubu Branch; General Manager of Sales
Katsuyuki Ogawara	Executive Officer, General Manager of Kansai Branch	Executive Officer, General Manager of Kanto Branch; General Manager of Administration

2 . SBS FlecNet Co., Ltd. (Effective Date: October 23, 2024)

Name	New position and responsibility	Current position and responsibility
Hajime Kato (*)	Retire	Representative Director
Mitsugu Kakushi	Representative Director, concurrently serving as Executive Officer, Chief General Manager of Logistics Operation	Executive Officer, Chief General Manager of Logistics Operation

(*) Hajime Kato will continue to serve as Representative Director, President & COO of SBS Flec Co., Ltd.