

*February 14, 2025***Notice of Executive Personnel Changes**

TOKYO, February 14, 2025—SBS Holdings, Inc. announces that at the board of directors meeting held on February 14, 2025, the Company resolved the following personnel changes.

The candidates for Directors will be formally determined by the resolution for election at the 39th Ordinary General Meeting of Shareholders to be held on March 25, 2025.

(Effective Date: March 25, 2025)

Name	New position	Current position
Chizu Sekine (*)	Director (Outside Director)	
Hiroya Kawai	Director, Audit & Supervisory Committee Member	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd)
Eiichiro Washio (*)	Director (Outside Director), Audit & Supervisory Board Member	
Mitsugu Kakushi	Executive Officer (Representative Director, President & COO of SBS Flec Co., Ltd.)	(Managing Executive Officer of SBS Flec Co., Ltd.)
Takashi Endo	(Retire)	Director, Audit & Supervisory Committee Member
Masato Matsumoto	(Retire)	Director (Outside Director), Audit & Supervisory Committee Member
Hajime Kato	(Retire)	Executive Officer (Representative Director, President & COO of SBS Flec Co., Ltd.)

(\*) As candidates for Outside Director, Ms. Chizu Sekine and Mr. Eiichiro Washio meet the Company's criteria for independence as an outside officer.