

*February 14, 2025***Notice of Executive Personnel Changes at Affiliated Companies**

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

1. SBS Toshiba Logistics Corporation (Effective Date: March 21, 2025)

Name	New position	Current position
Hiroya Kawai	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Takumi Murai	(Retire)	Director, Associate Senior Corporate Executive Officer
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)

2. SBS Toshiba Logistics Corporation (Effective Date: April 1, 2025)

Name	New position	Current position
Koichi Hashimoto	Executive Officer	Senior Professional of Marketing Strategy
Kinya Seki	Executive Officer, General Manager of Operations Management (Representative Director, President of SBS Logistar Corporation)	General Manager of Operations Management (Representative Director, President of SBS Logistar Corporation)
Yuta Ishikawa	Executive Officer, General Manager of Marketing Strategy	General Manager of Marketing Strategy
Yoichi Kataoka	(Retire) (*)	Executive Officer

(*) Mr. Yoichi Kataoka will retire from the post of Executive officer on March 31, 2025.

*February 14, 2025***3. SBS Ricoh Logistics System Co., Ltd. (Effective Date: March 24, 2025)**

Name	New position	Current position
Hiroya Kawai (*)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	Director, Managing Executive Officer, Senior Vice President of Corporate Planning
Kazuhiro Ishida	Managing Executive Officer, Senior Vice President of RICOH SCM	Executive Officer, Senior Vice President of RICOH SCM
Yasunori Kudo	Managing Executive Officer, Senior Vice President of Sales Development	Executive Officer, Senior Vice President of Sales Development
Masahiro Hayashi	Executive Officer, General Manager of Marketing Center, Sales Development Division	General Manager of Marketing Center, Sales Development Division
Takeshi Eguchi	Executive Officer, Deputy Director- General of Corporate Planning, concurrently served as General Manager of Corporate Center	General Manager of Corporate Center, Corporate Planning Division
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)

(*) Mr. Hiroya Kawai will be formally determined to retire from the post of Director and to be newly appointed as Auditor by the resolution at the General Meeting of Shareholders to be held on March 24, 2025.

4. SBS Logicom Co., Ltd. (Effective Date: March 13, 2025)

Name	New position	Current position
Masato Tsuruoka	Director, Senior Managing Executive Officer, Senior Vice President of Sales Development	Director, Managing Executive Officer, Senior Vice President of Sales Development
Hiroya Kawai	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Kazuo Nakato	Managing Executive Officer, Senior Vice President of Administration, concurrently served as General Manager of Corporate Planning	Executive Officer, Senior Vice President of Administration, concurrently served as General Manager of Corporate Planning

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Tsutomu Mizumoto	Managing Executive Officer, Senior Vice President of Business & Marketing 1	Executive Officer, Senior Vice President of Business & Marketing 1
Ken Oyanagi	Managing Executive Officer, Senior Vice President of Business & Marketing 2	Executive Officer, Senior Vice President of Business & Marketing 2
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)
Takenori Yamaguchi	(Retire) Advisor	Executive Officer, General Manager of Business Service 5

5. SBS Flec Co., Ltd. (Effective Date: March 13, 2025)

Name	New position	Current position
Mitsugu Kakushi	Representative Director, President & COO, concurrently served as Senior Vice President of Logistics Operation	Managing Executive Officer, Senior Vice President of Logistics Operation and Chubu Branch
Hiroya Kawai	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Takeshi Nakamura	Senior Managing Executive Officer, responsible for East Japan	Managing Executive Officer, responsible for East Japan
Junichi Sakato	Senior Managing Executive Officer, responsible for West Japan	Managing Executive Officer, responsible for West Japan
Hajime Kato	(Retire)	Representative Director, President & COO
Kazushi Wakaki	(Retire)	Director, Managing Executive Officer, Senior Vice President of Sales

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Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)
Shinichi Goshō	(Retire)	Managing Executive Officer, Senior Vice President of Administration
Kiyotaka Shibatani	(Retire)	Executive Officer, General Manager of Kyusyu Branch
Satoshi Miyazawa	(Retire) Advisor	Executive Officer, General Manager of Warehouse Operation, Logistic Operating Division

6 . SBS Zentsu Co., Ltd. (Effective Date: March 13, 2025)

Name	New position	Current position
Hiroya Kawai	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)

7 . SBS NSK LOGISTICS Co., Ltd. (Effective Date: March 25, 2025)

Name	New position	Current position
Hiroya Kawai	Auditor	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)

February 14, 2025**8. SBS Furukawa Logistics Corp. (Effective Date: March 17, 2025)**

Name	New position	Current position
Hiroya Kawai	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)	(Director, Managing Executive Officer of SBS Ricoh Logistics System Co., Ltd.)
Yoshihiro Miyase	(Retire)	Director, Executive Officer
Takashi Endo	(Retire)	Auditor (Director, Audit & Supervisory Committee Member of SBS Holdings, Inc.)

9. SBS Freight Service Co., Ltd. (Effective Date: March 13, 2025)

Name	New position	Current position
Nobuhito Nakabayashi	Director, Chairperson	Representative Director, Chief Executive Officer
Hirotsugu Nakatsuka	Representative Director, Chief Executive Officer	Director, Managing Executive Officer

10. Hinomaru Kyuso Co., Ltd. (Effective Date: March 13, 2025)

Name	New position	Current position
Iyori Akiyama	Director, Chairperson	Representative Director, President
Junichi Sakato	Representative Director, President (Senior Managing Executive Officer of SBS Flec Co., Ltd.)	Director, Vice President (Senior Managing Executive Officer of SBS Flec Co., Ltd.)