PARAMOUNT BED HOLDINGS

May 14, 2025

Company name: **Paramount Bed Holdings Co., Ltd.**
Representative: Tomohiko Kimura, President and Chief Executive Officer
(Securities code: 7817 TSE Prime)
Contact: Yuichi Naguchi, Corporate Officer, General Manager of Investor Relations Dept.
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Notice of Change in Representative Board Member of the Company and a Subsidiary, and of Determination of Candidates for Board Member of the Company

Paramount Bed Holdings Co., Ltd. (hereinafter the "Company") hereby announces that at the Board Member meeting held today, the Company resolved to makes changes in its Representative Board Member as outlined below, and also determined candidates for Board Member (Outside Board Member who is an Audit and Supervisory Committee Member) to be proposed for election at the 43rd Ordinary General Meeting of Shareholders that is scheduled to be held on June 27, 2025.

Please note that these matters are scheduled to be formally decided following approval at the 43rd Ordinary General Meeting of Shareholders that is scheduled to be held on June 27, 2025, and subsequent resolutions by the Board Member meeting.

In addition, the Company also hereby announces that at a Board Member meeting of Paramount Bed Co., LTD., a key subsidiary of the Company, a change in Representative Board Member was resolved.

1. Paramount Bed Holdings Co., Ltd.

(1) Change in Representative Board Member

(a) Details of the change

As of June 27, 2025

New position	Current position	Name
(will retire)	Representative Board Member, Chairperson	Kyosuke Kimura
Representative Board Member, Executive Vice President	Senior Managing Director	Yosuke Kimura

(b) Name and career summary of the newly appointed Representative Board Member

Name	Date of birth	Career summary	Number of the Company's shares owned
Yosuke Kimura	October 10, 1980	Mar. 2003 Graduated from Rikkyo University College of Economics Apr. 2013 Joined Paramount Bed Co., LTD. June 2015 Corporate Officer, Deputy Director of Technical Engineering Division of Paramount Bed Co., LTD. Apr. 2017 Corporate Officer, Director of Technical Engineering Division of Paramount Bed Co., LTD. June 2017 Member of the Board, Director of Technical Engineering Division of Paramount Bed Co., LTD.	770,447shares

		Mar. 2018	Completed a Master of Business Administration at the Waseda University Graduate School of Business and Finance	
		Apr. 2018	Member of the Board, Executive Director of Finance and System Administration Division of Paramount Bed Co., LTD.	
		June 2019	Corporate Officer, General Manager of Finance Department and Information System Department of the Company	
		June 2020	Member of the Board, General Manager of Finance Department and Information System Department of the Company	
		July 2022	Member of the Board of the Company	
		June 2023	Senior Managing Director of the Company	
		Apr. 2024	Board Member, Senior Corporate Managing Officer and Executive Director of Finance and System Administration Division of Paramount Bed Co., LTD. (present position)	
		June 2024	Senior Managing Director and General Manager of Finance Department of the Company	

(2) Reason for the change

To revitalize the company and further advance its business through changes to the management structure.

(3) Candidates for Outside Board Member who is an Audit and Supervisory Committee Member

Scheduled to be appointed on June 27, 2025

New position	Current position	Name
Outside Board Member (Audit and Supervisory Committee Member)	—	Arei Shirai
Outside Board Member (Audit and Supervisory Committee Member)	—	Naoko Harima

Names and career summaries for the candidates to be newly appointed as Outside Board Members

Name	Date of birth	Career summary		Number of the Company's shares owned
Arei Shirai	June 6, 1979	Mar. 2003	Graduated from Hitotsubashi University Faculty of Social Sciences	0 shares
		Apr. 2003	Joined the Ministry of Health, Labor and Welfare	
		Sept. 2005	Joined McKinsey & Company	
		Oct. 2012	Graduated from University of Oxford Graduate School (Master of Business Administration)	
		Nov. 2012	Joined Shiseido Company, Limited	
		Sept. 2020	Joined Benesse Corporation	
		Apr. 2021	General Manager of Business Strategy Department at Benesse Corporation	
		Jan. 2023	Joined Benesse Holdings, Inc.	
		Apr. 2025	General Manager of College and Career Company, DE&I Business Development Department at Benesse Corporation (present position)	
Naoko Harima	October 27, 1980	Mar. 2003	Graduated from Keio University Faculty of Economics	0 shares
		Oct. 2003	Joined Asahi Audit LLC (currently KPMG AZSA LLC)	
		July 2007	Registered as a Certified Public Accountant	
		Apr. 2008	Established Naoko Harima Certified Public Accountant Office, Representative (current position)	
			Joined Japan Hotel and Resort, Inc. (currently Japan Hotel REIT Advisors Co., Ltd.)	
		July 2017	Outside Auditor for Japan Environment PLANning.Co.,Ltd. (currently JEPLAN, INC.)	
		Jan. 2018	Outside Auditor for KinoPharma, Inc.	
		June 2018	Outside Director for ATSUGI CO., LTD.	
		Jan. 2019	Outside Auditor for BizReach Inc. (current position)	
		Feb. 2020	Outside Director (Audit & Supervisory Committee Member) for Visional, Inc. (current position)	

		May 2023 Outside Director (Audit and Supervisory Committee Member) for Francfranc Corporation Sept. 2023 Outside director (Audit and supervisory committee member) for QB Net Holdings Co., Ltd. (current position)	

(4) Reason for appointment

To further strengthen the governance system.

[Reference]

Please see below for the planned executive structure as of June 27, 2025.

Name	Gender	Position
Tomohiko Kimura	Male	Representative Board Member, President and CEO
Yosuke Kimura	Male	Representative Board Member, Executive Vice President
Toshiyuki Hatta	Male	Board Member
Masaki Kobayashi	Male	Board Member
Kenji Ouchi	Male	Board Member (Audit and Supervisory Committee Member)
Yukari Oka	Female	Outside Board Member (Audit and Supervisory Committee Member)
Yoshikazu Goto	Male	Outside Board Member (Audit and Supervisory Committee Member)
Kazuo Takahashi	Male	Outside Board Member (Audit and Supervisory Committee Member)
Arei Shirai	Female	Outside Board Member (Audit and Supervisory Committee Member)
Naoko Harima	Female	Outside Board Member (Audit and Supervisory Committee Member)

2. Paramount Bed Co., LTD.

Change in Representative Board Member

As of June 27, 2025

New position	Current position	Name
Executive Advisor	Representative Board Member Chairperson	Kyosuke Kimura
Representative Board Member Executive Vice President	Board Member and Senior Corporate Managing Officer	Yosuke Kimura