January 20, 2026

Notice of Personnel Changes

Tokyo, January 20, 2026－At the Board of Directors meeting held on January 20, 2026, SBS Holdings, Inc. has resolved the following personnel changes for division managers.

1. Personnel changes for division managers

Effective date: February 20, 2026

Name	New position	Current position
Toyoji Igarashi	General Manager of Sustainability, concurrently serve as Chief Professional of Human Resources	General Manager of Human Resources, concurrently serve as Chief Professional of Sustainability
Junichi Hayashi	General Manager of Human Resources	Senior Professional of Human Resources