



January 13, 2026

Company name: SALA Corporation

Name of representative: Goro Kamino, President and Representative Director, Group Representative and CEO
(Securities code: 2734; Tokyo Stock Exchange Prime Market, Nagoya Stock Exchange Premier Market)

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Notice Concerning Changes in Representative Director, Director and Executive Officer

SALA Corporation (the “Company”) hereby announces that, at its Board of Directors meeting held on January 13, 2026, it tentatively determined changes in Representative Director, Director and Executive Officer as follows.

1. Changes in Representative Director (as of February 20, 2026)

Name	New title and position	Current title and position
Takayuki Watarai	Representative Managing Director, General Manager of Management Strategy Division	Managing Director, General Manager of Management Strategy Division

[Career summary of candidate for Representative Director to be newly elected]

Name Takayuki Watarai

Date of birth December 12, 1972

Number of shares held 13,117 shares

Career summary

April 1995	Joined GASTEC SERVICE, INC (currently SALA ENERGY CO., LTD.)
February 2018	Executive Officer, General Manager of Management Planning Department of E&S Head Office
February 2021	Director, in charge of planning operations and General Manager of Management Planning Department of SALA ENERGY CO., LTD.
December 2021	Director, Supervisor of Business Process Reform Project (current position)
December 2021	Administrative Officer, General Manager of Management Strategy Division, and General Manager of Business Planning Department of the Company
February 2022	Director, General Manager of Management Strategy Division, and General Manager of Business Planning Department of the Company
December 2022	Director, General Manager of Management Strategy Division, and General Manager of Innovation Promotion Department
February 2023	Managing Director, General Manager of Management Strategy Division, and General Manager of Innovation Promotion Department
February 2024	Managing Director, General Manager of Management Strategy Division (current position)
February 2026	Representative Managing Director, General Manager of Management Strategy Division (scheduled to assume the position)

2. Changes in Directors (excluding Directors who are Audit and Supervisory Committee Members)
(as of February 20, 2026)

Name	New title and position	Current title and position
Shingo Akama	Director, Executive Officer, Leader of Properties Segment (President and Representative Director of SALA Real Estate Inc.)	Executive Officer, Leader of Properties Segment (President and Representative Director of SALA Real Estate Inc.)
Takahisa Kurebayashi	Retiring (Scheduled to assume office as Advisor of Chubu Engineering Corporation)	Director, Executive Officer, Leader of Engineering & Maintenance Segment (President and Representative Director of Chubu Engineering Corporation)

[Career summary of candidate for Directors (excluding Directors who are Audit and Supervisory Committee Members) to be newly elected]

Name Shingo Akama

Date of birth March 1, 1965

Career summary

March 2019	Director, General Manager of Nagoya Business Corporate Department of SMBC Nikko Securities Inc.
July 2020	Senior Managing Director, Assistant to President, and General Manager of Development Division of Chubu Gas Realtors Co., Ltd. (currently SALA Real Estate Inc.)
February 2022	President and Representative Director (current position)
February 2022	Executive Officer, Leader of Properties Segment of the Company (current position)
February 2026	Director, Executive Officer, Leader of Properties Segment of the Company (scheduled to assume the position)

3. Changes in Directors (Audit and Supervisory Committee Members) (as of February 20, 2026)

Name	New title and position	Current title and position
Miyuki Tani	Outside Director (Audit and Supervisory Committee Member)	—
Naomi Muramatsu	Retiring	Outside Director (Audit and Supervisory Committee Member)

[Career summary of candidate for Directors (Audit and Supervisory Committee Members) to be newly elected]

Name Miyuki Tani (Name on family register: Miyuki Muraki)

Date of birth November 4, 1967

Career summary

July 2004	General Manager of UCJ Collection Service Co., Ltd.
January 2006	Representative Director and Senior Executive Vice President of Unified Capital Japan Co., Ltd.
November 2008	Chief Financial Officer, Asia Pacific of Panorama Hospitality Co., Ltd.
November 2011	Executive Director of Morgan Stanley Capital K.K.
October 2015	President and Representative Director of Grand Hotel Operations Co., Ltd.
June 2016	Auditor of MS Japan REIT Holdings, Inc.
April 2020	Director of The U.S.-Japan Council (Japan) (current position)
June 2024	Representative Director of PEREGRINE CONSULTING Co., Ltd. (current position)
February 2026	Director (Audit and Supervisory Committee Member) of the Company (scheduled to assume the position)

4. Changes in Executive Officers (as of February 20, 2026)

Name	New title and position	Current title and position
Sadao Terada	Executive Officer, Leader of Engineering & Maintenance Segment (Scheduled to assume office as President and Representative Director of Chubu Engineering Corporation)	— (Managing Director of Chubu Engineering Corporation)
Shogo Okamoto	Executive Officer, Leader of Car Life Support Segment (President and Representative Director of SALA CARS JAPAN Co., Ltd.)	— (President and Representative Director of SALA CARS JAPAN Co., Ltd.)
Hiroshi Suwa	Executive Officer, in charge of Smart Energy Facility Solution Business Promotion (Director of SALA ENERGY CO., LTD.)	Administrative Officer, in charge of Smart Energy Facility Solution Business Promotion (Director of SALA ENERGY CO., LTD.)
Takahisa Kurebayashi	Retiring (Scheduled to assume office as Advisor of Chubu Engineering Corporation)	Executive Officer, Leader of Engineering & Maintenance Segment (President and Representative Director of Chubu Engineering Corporation)
Kenji Sakazume	Retiring	Executive Officer, Leader of Car Life Support Segment (Vice Chairman and Representative Director of SALA CARS JAPAN Co., Ltd.)

[Career summary of candidate for Executive Officers to be newly elected]

Name Sadao Terada

Date of birth August 11, 1970

Career summary

April 1993 Joined CHUBU GAS CO., LTD. (currently SALA ENERGY CO., LTD.)
December 2016 General Manager, Financial Department of the Company
February 2021 Executive Officer, General Manager of Financial Department
February 2023 Executive Officer, General Manager of Financial Department, in charge of General Affairs Department
February 2024 Managing Director, Assistant to President of Chubu Engineering Corporation (current position)
February 2026 President and Representative Director (scheduled to assume the position)
February 2026 Executive Officer, Leader of Engineering & Maintenance Segment of the Company (scheduled to assume the position)

Name Shogo Okamoto

Date of birth January 4, 1966

Career summary

October 2020 Joined SALA CARS JAPAN Co., Ltd.
February 2021 Director, Deputy General Manager of Sales Supervision Division, General Manager of Volkswagen Department, and General Manager of Used Car Department
December 2023 Director, Deputy General Manager of Sales Supervision Division, General Manager of Volkswagen Business Department, General Manager of Business Planning Office, and Manager of Business Planning Group
February 2024 Managing Director, Deputy General Manager of Sales Supervision Division, General Manager of Volkswagen Business Department, General Manager of Business Planning Office, and Manager of Business Planning Group
February 2025 President and Representative Director, General Manager of Sales Supervision Division (current position)
February 2026 Executive Officer, Leader of Car Life Support Segment of the Company (scheduled to assume the position)

Name Hiroshi Suwa

Date of birth February 7, 1964

Career summary

April 1987	Joined CHUBU GAS CO., LTD. (currently SALA ENERGY CO., LTD.)
February 2022	Executive Officer, Managing Director of Hamamatsu Region of SALA ENERGY CO., LTD.
February 2023	Executive Officer, in charge of promotion of BS, and in charge of promotion of Petroleum
February 2024	Director, in charge of promotion of BS, and in charge of promotion of Petroleum
December 2025	Director (current position)
December 2025	Administrative Officer, in charge of Smart Energy Facility Solution Business Promotion of the Company (current position)
February 2026	Executive Officer, in charge of Smart Energy Facility Solution Business Promotion (scheduled to assume the position)

In addition, the above changes will be formally determined at the Board of Directors meeting to be held on February 20, 2026.

[Reference]

Management structure after the 24th Annual General Meeting of Shareholders and the Board of Directors meeting to be held on February 20, 2026 will be as follows.

(1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	Title and position
Goro Kamino	President and Representative Director, Group Representative and CEO
Takayuki Watarai	Representative Managing Director, General Manager of Management Strategy Division
Keitaro Suzuki	Director
Sachiko Otsuji	Director, General Manager of Administration Division
Shingo Akama	Director
Yoshio Ichiryu	Outside Director
Kazutaka Okubo	Outside Director

(2) Directors (Audit and Supervisory Committee Members)

Name	Title and position
Hiroki Takekawa	Director (Full-Time Audit and Supervisory Committee Member)
Tetsuo Agata	Outside Director (Audit and Supervisory Committee Member)
Miyuki Tani	Outside Director (Audit and Supervisory Committee Member)

(3) Executive Officers

Name	Title and position
Keitaro Suzuki	Executive Officer, Leader of Energy & Solutions Segment (President and Representative Director of SALA ENERGY CO., LTD.)
Sadao Terada	Executive Officer, Leader of Engineering & Maintenance Segment (President and Representative Director of Chubu Engineering Corporation)
Yoshiyasu Oba	Executive Officer, Leader of Housing Segment (President and Representative Director of SALA HOUSE CO., LTD.)
Shogo Okamoto	Executive Officer, Leader of Car Life Support Segment (President and Representative Director of SALA CARS JAPAN Co., Ltd.)
Natsumi Aihara	Executive Officer, Leader of Animal Health Care Segment (President and Representative Director of ASCO Co., Ltd.)
Shingo Akama	Executive Officer, Leader of Properties Segment (President and Representative Director of SALA Real Estate Inc.)
Tetsuo Nakano	Executive Officer, in charge of Hamamatsu Co-Creation Promotion and General Manager of Hamamatsu Co-Creation Promotion Office
Takashi Asano	Executive Officer, in charge of Group DX Promotion, Regional Business and Audit Department (President and Representative Director of SALA Business Solutions Inc.)
Hiroshi Suwa	Executive Officer, in charge of Smart Energy Facility Solution Business Promotion (Director of SALA ENERGY CO., LTD.)