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February 10, 2026

Company name: SHO-BOND Holdings Co., Ltd.
Name of representative: Tatsuya Kishimoto, President and Representative Director
(Securities code: 1414; Tokyo Stock Exchange Prime Market)
Inquiries: Michinori Yoshinaka, Director of Administration
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Notice of Personnel Changes

SHO-BOND Holdings Co., Ltd. (the “Company”) hereby announces that, at the Board of Directors held today, it has resolved to implement personnel changes, as outlined below.

1. Personnel changes of SHO-BOND Holdings Co., Ltd. (As of April 1, 2026)

(1) Change in Director

【New Position】	【Name】	【Current Position】
Director, Administration and General Manager of Human Resources Department	Michinori Yoshinaka	Director, Administration and General Manager of Human Resources Department and General Affairs Department

(2) Changes in Employees

【New Position】	【Name】	【Current Position】
General Manager of General Affairs Department	Masashi Yamada	General Manager of Accounting Department
General Manager of Accounting Department	Masatoshi Ban	Deputy General Manager of Accounting Department