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May 13, 2026

Company name: GLOBERIDE, Inc.
Name of representative: Kazunari Suzuki, Representative
Director, President
(Securities code: 7990; Tokyo Stock Exchange Prime
Market)
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General Manager of Administration &
Personal Dept.
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Notice Concerning Changes in Representative Directors, Officers, and Other Personnel

GLOBERIDE, Inc. (the "Company") hereby announces that, at the meeting of the Board of Directors held today, it has informally resolved on the following changes in Representative Directors, Officers, and Other Personnel, as described below.

A formal decision regarding the above will be made at the 71th Annual General Meeting of Shareholders, which is scheduled to be held on June 26, 2026, and at the meeting of the Board of Directors held after the General Meeting.

1. Changes in Representative Directors

(1) Reason for the change

The Company has hitherto promoted the "Medium-Term Management Plan 2026," reinforcing its management foundation and steadily returning to a growth trajectory despite post-COVID-19 demand fluctuations. In light of changes in the business environment, we have newly formulated the "Medium-Term Management Plan 2030" with the aim of transforming our profit structure toward fiscal year 2030 and ensuring sustainable enhancement of corporate value. Judging that further strengthening of our management structure is indispensable to successfully execute this plan, we have decided on the changes in executive personnel as described below.

(2) Details of the change

Name	New Position	Current Position
Kazunari Suzuki	Representative Director, Chairman	Representative Director, President
Koshiro Onoue	Representative Director, President	Director, Managing Executive Officer Division Manager of Sporting Goods Div., General Manager of Sporting Goods Sales Dept.

(3) Career summary of newly appointed Representative Director, President

Name (Date of birth)	Carrer summary	Number of shares of the Company held
Koshiro Onoue (December 11,1965)	April 1989 joined the Company April 2017 General Manager of Administration & Personal Dept. June 2018 Executive Officer, General Manager of Sales 3 dept./ Fishing Sales Div. June 2022 Executive Officer, Division Manager of Sporting Goods Div., General Manager of Sporting Goods Sales Dept. June 2023 Senior Executive Officer, Division Manager of Sporting Goods Div., General Manager of Sporting Goods Sales Dept. June 2025 Director, Managing Executive Officer, Division Manager of Sporting Goods Div., General Manager of Sporting Goods Sales Dept.	4,504 shares

(4) Scheduled appointment date

June 26,2026

2. Changes in Officers, and Other Personnel (Effective June 26, 2026)

(1) Changes in Directors and Assignment of Duties to Executive Officers

Name	New Position	Current Position	Type of Change
Yushi Otake	Director, Managing Executive Officer, In charge of sustainability and corporate communication	Same as left	Reappointment
Hisaki Taniguchi	Director, Managing Executive Officer, Division Manager of Business Management Div. and General Manager of Global Risk Management Office	Same as left	Reappointment

Shinobu Kobayashi	Director, Managing Executive Officer, Division Manager of Fishing Sales Div.	Same as left	Reappointment
Tomotaka Takahashi	Outside Director	Same as left	Reappointment
Shoko Takase	Outside Director	Same as left	Reappointment
Takayuki Kurosawa	Director, Full-time Audit & Supervisory Committee Member	Same as left	Reappointment
Gan Matsui	Outside Director, Audit & Supervisory Committee Member	Same as left	Reappointment
Mihoko Sogabe	Outside Director, Audit & Supervisory Committee Member	—	New Appointment

(2) Retiring Directors

Hiroyasu Suzue (Director, Managing Executive Officer (Current))

Takao Muramatsu (Outside Director, Audit and Supervisory Committee Member (Current))

(3) Candidate Director Who Is Substitute Audit & Supervisory Committee Member

Takao Muramatsu (Outside Director, Audit and Supervisory Committee Member (Current))

(4) Assignment of Duties to Executive Officer

Name	New Position	Current Position	Type of Change
Tadahiro Teragaki	Managing Executive Officer, Deputy Division Manager of Fishing Sales Div., General Manager of Marketing Dept.	Same as left	Reappointment
Naoyuki Ezuka	Senior Executive Officer, Division Manager of Fishing Production Div., General Manager of Rod Product Development Dept. and in charge of quality, legal and intellectual property	Senior Executive Officer, Deputy Division Manager of Fishing Production Div., General Manager of Rod Production Dept	Reappointment

Satoru Takizawa	Senior Executive Officer, Deputy Division Manager of Fishing Production Div., General Manager of Production Planning Dept./ Fishing Production Div.	Executive Officer, General Manager of Production Planning Dept. / Fishing Production Div.	Promotion
Satoshi Yasutsune	Executive Officer, Division Manager of Sporting Goods Div., General Manager of Sporting Goods Sales Dept.	Executive Officer, General Manager of Administration & Personal Dept. / Business Management Div. and in charge of risk control and IR	Reappointment
Mamoru Koike	Executive Fellow, Division Manager of R&D Center / General Manager of R&D Dept. / Fishing Production Div.	Same as left	Reappointment
Carey Graves	Executive Officer, Representative Director and President, DAIWA CORPORATION and Supervisor for North America, South America, and Australia	Same as left	Reappointment
Yasuyuki Maezawa	Executive Officer, General Manager of Administration & Personal Dept. / Business Management Div. and in charge of risk control and IR	Executive Officer, General Manager of Management Planning Office / Business Management Div.	Reappointment
Kunio Masuyama	Executive Officer, Representative Director and President, Daiwa Sports (Guangzhou) Co., Ltd. (China)	Same as left	Reappointment
Akira Tsuji	Executive Officer, Deputy Division Manager of Fishing Production Div., General Manager of Reel Product Development Dept.	Executive Officer, General Manager of Reel Production Dept. / Fishing Production Div.	Reappointment
Takeshi Saito	Executive Officer, General Manager of Accounting Dept./ Business Management Div.	General Manager of Accounting Dept./ Business Management Div.	New Appointment

Kenji Kato	Executive Officer, General Manager of Rod Production Dept./ Fishing Production Div.	General Manager of Rod Production Dept./ Fishing Production Div.	New Appointment
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(5) Retiring Executive Officer

Akihiro Uetake (Managing Executive Officer (Current))

(6) Changes in Other Personnel (General Managers)

Name	New Position	Current Position
Kyosuke Someya	General Manager of Management Planning Office / Business Management Div.	General Manager of Promotion Dept./ Fishing Sales Div.
Naoki Shirakawa	General Manager of Promotion Dept./ Fishing Sales Div.	PR Sect. Manager of Promotion Dept./ Fishing Sales Div.
Koichiro Gunya	General Manager of Reel Production Dept., Fishing Production Div.	Deputy General Manager of Reel Production Dept., Fishing Production Div.