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To whom it may concern:

S-Pool, Inc.
Giichi Shirakawa
President and Representative Director
(Securities code: 2471)
Inquiries: Naoshi Arai
Director in Charge of Corporate Planning
Department
Tel.: +81-3-6859-5599

Notice Concerning Change in Representative Director (Planned Resignation)

S-Pool hereby announces a change in its Representative Director (planned resignation), as described below.

1. Reason for the change (resignation)

Following the change of President and Representative Director in December 2025, S-Pool has been advancing its deliberations on its future growth strategy and on the review of its business portfolio under a new management structure centered on Giichi Shirakawa.

Through this process, a certain degree of clarity has been reached regarding the direction of business growth centered on the field of work and employment support for people with disabilities, as well as regarding the business areas on which the Group should focus. Going forward, S-Pool will further advance these initiatives under the new management structure.

In addition, S-Pool intends to announce a new medium-term management plan giving concrete form to these directions in conjunction with the announcement of its financial results for the fiscal year ending November 30, 2026, which is scheduled for January 14, 2027. Under this plan, S-Pool will work to achieve sustainable growth and to enhance corporate value.

In light of these circumstances, Sohei Urakami has offered to resign as Representative Director in order to entrust the management of S-Pool going forward to the new structure.

2. Content of the change (planned)

Name	(New position)	(Current position)
Sohei Urakami	—	Chairman of the Board and Representative Director

3. Scheduled date of the change

Undetermined at this time. The date will be determined in light of the procedures and other matters necessary for the transition of the management structure, and S-Pool will announce it promptly once it has been determined.

4. Other

In connection with the above change, S-Pool will have a single Representative Director, Giichi Shirakawa, President and Representative Director.

Even after the resignation of the Director concerned, S-Pool will continue to satisfy the requirements regarding the number of Directors under laws and regulations and its Articles of Incorporation.

End