

May 14, 2025

Company Name: TBS HOLDINGS, INC.  
 Representative: Ryujiro Abe, President & Chief Executive Officer  
 (Stock Code: 9401, Prime Market of the Tokyo Stock Exchange)  
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### Notice Regarding Changes of Executive Personnel

TBS HOLDINGS, INC. (the “Company”) hereby announces that at the meeting of the Board of Directors of the Company held today, changes of executive personnel were resolved as follows.

[TBS HOLDINGS] (as of June 27, 2025)

#### 1. Change in Directors with special titles (excluding new candidates for Directors, and retired Directors)

Name	New Position	Current Position
Yasushi Gamba	Senior Managing Director	Managing Director

#### 2. New candidates for Directors (excluding Outside Directors)

Name	New Position	Current Position
Yayoi Nakatani	Director	Executive Officer

#### 3. New candidate for Outside Director and her career summary

Name	career summary
Noriko Makino Villanti Date of birth: Dec. 29, 1972	Jun. 1996: Joined Monitor Group Inc. Apr. 1997: Joined Bain&Company Japan Inc. Jun. 1998: Joined NIHON L'ORÉAL K.K. Apr. 2002: Diageo Plc Operation Director Oct. 2012: Trendy International Group Co. Ltd. Business Director Mar. 2014: Value Retail Limited Guest Experience Director Mar. 2022: Global Career Design Inc. Representative director (incumbent)

#### 4. Retired Directors

Name	Current Position
Tatsuo Sugai	Executive Vice President, Board Director
Hitoshi Kashiwaki	Outside Director

\*Mr. Tatsuo Sugai is scheduled to be appointed Executive Advisor of TOKYO BROADCASTING SYSTEM TELEVISION, INC. on June 27, 2025.

#### 5. Newly appointed Executive Officers

Name	New Position	Current Position
Takafumi Tsugawa	Executive Officer	Division President of Legal & Compliance
Tomoko Kumanomido	Project Executive Officer	(Outside Director, ASICS Corporation)

#### 6. Retired Executive Officers

Name	Current Position
Yayoi Nakatani	Executive Officer

\*Ms. Yayoi Nakatani is scheduled to be appointed Director of the Company on June 27, 2025.

END

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