

[Translation]

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 Revision of the Amount of Remuneration for Audit & Supervisory Board Members

TBS HOLDINGS, INC. (the “Company”) hereby announces that, at its Board of Directors meeting held today, it resolved to revise the amount of remuneration for Audit & Supervisory Board Members and to submit a proposal regarding this revision at the 98th Ordinary General Meeting of Shareholders to be held in June 27, 2025.

The amount of remuneration for Audit & Supervisory Board Members of the Company was approved to be not more than ¥100 million per year at the 87th Ordinary General Meeting of Shareholders held on June 27, 2014 and this amount has remained unchanged.

Given the number of years since the last revision of the amount of remuneration, changes in the economic environment, the diversification of duties of Audit & Supervisory Board Members and the corresponding increase in responsibilities, the Company would like to ask shareholders to revise the amount of remuneration for Audit & Supervisory Board Members to an amount not exceeding ¥150 million per year to ensure an effective remuneration level to secure and retain talented human resources.

Currently, the number of Audit & Supervisory Board Members is five (5) (including three (3) Outside Audit & Supervisory Board Members).

END

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.