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April 14, 2026

Company name:	Globe-ing Inc.
Name of representative:	Kohei Tanaka, Representative Director, President and CEO (Securities code: 277A; Growth Market of the TSE)
Inquiries:	Hideaki Tatebayashi, CFO Senior Executive Officer (Telephone: +81-3-5454-0805)

Notice Regarding Changes of Representative Directors

Globe-ing Inc. (the “Company”) hereby announces that based on the deliberations and report of the Nomination and Remuneration Committee, it resolved at a meeting of the Board of Directors held on April 14, 2026 to change its Representative Directors as follows.

Details

1. Reason for the Changes

The Company has, to date, been led by Kohei Tanaka, Representative Director and CEO, and Kazuhiko Nakagawa, Representative Director and Vice President, under whose leadership the consulting business has steadily expanded and established a solid foundation for growth. Looking ahead, the Company aims to achieve further growth by promoting the systematization of Japan-originated management methodologies and their global expansion, thereby enhancing its business sophistication and realizing sustainable growth. In light of this business environment and growth strategy, the Company has decided to appoint Hiroki Fukuda as Representative Director and CEO in order to further strengthen its management team. Kohei Tanaka will focus on corporate strategy, global strategy, and M&A, and will continue to drive the Company’s medium- to long-term growth while aiming to achieve discontinuous growth through the creation of new growth opportunities.

In addition, the Company has introduced a rotation system for Representative Directors with the aim of realizing a partnership-based management structure, continuously developing next-generation management talent (including the internal development of succession planning), and establishing a management structure that does not depend on any specific individual. This initiative is part of that framework and is intended to ensure decentralized decision-making and management flexibility under a multiple representative structure, while enhancing management continuity and corporate governance.

The Company will continue to pursue initiatives aimed at sustainable growth in order to meet the expectations of its stakeholders, including shareholders and investors. Your continued support is greatly appreciated.

2. Names and Titles of Newly Appointed and Former Representative Directors

Name	New Position	Current Position
Kohei Tanaka	Director and CSO Senior Executive Officer	Representative Director, President and CEO Senior Executive Officer
Hiroki Fukuda	Representative Director, President and CEO Senior Executive Officer	Director and CSO Senior Executive Officer

This matter is subject to approval at the Annual General Meeting of Shareholders scheduled to be held on August 27, 2026, and will be formally resolved at a subsequent meeting of the Board of Directors.

3. Career Summary of Newly Appointed Representative Director

Name (Date of Birth)	Career Summary	Number of shares held (shares)
Hiroki Fukuda (July 18, 1983)	<p>April 2006 Joined Boston Consulting Group Co., Ltd.</p> <p>January 2021 Managing Director & Partner</p> <p>February 2024 Director and CSO, Senior Executive Officer of the Company (present)</p>	50,000

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