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May 14, 2026

Company: SHIKIBO LTD.
Representative: Suzuki Yoshihito, Representative Director,
President
(Code number: 3109, Tokyo Stock Exchange, Prime Market)
Contact: Itami Hidenori, Senior Executive Officer,
Division Manager, Corporate Division
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Notice Regarding Changes of Representative Director and Director Serving as Audit and Supervisory Committee Member

SHIKIBO LTD. (the "Company") hereby announces that at a meeting of its Board of Directors held on May 14, 2026, it has tentatively resolved to change its Representative Director and Director serving as Audit and Supervisory Committee Member, as described below.

1. Change of Representative Director

(1) Details of change

Name	New position	Current position
Shiriyama Masahiro	Chairman	Representative Director, Chairman

The Company plans to make a formal decision by resolutions passed at the Annual General Meeting of Shareholders scheduled for June 26, 2026, and at the subsequent meeting of its Board of Directors.

(2) Reason for change

The Board of Directors of the Company has the role and responsibility of supervising the execution of duties by the Executive Officers, chiefly the President. The Company plans to appoint Shiriyama Masahiro, currently Representative Director and Chairman, as Chairman without executive authority, and by further clarifying his position as a supervisor of business operations, it aims to create a more effective Board of Directors and further strengthen corporate governance.

(3) Scheduled date of change

June 26, 2026

2. Change of Director Serving as Audit and Supervisory Committee Member

(1) Director serving as Audit and Supervisory Committee Member scheduled to retire

Name	Current position
Takeda Hiroaki	Director serving as Audit and Supervisory Committee Member

Scheduled date of retirement: As of the conclusion of the Annual General Meeting of Shareholders scheduled for June 26, 2026

Reason for retirement: Due to personal reasons

(2) Candidate for new Director serving as Audit and Supervisory Committee Member

Name	New position	Current position
Shiomi Mahoko	Director serving as Audit and Supervisory Committee Member	General Manager, General Affairs and Human Resources Dept.

The Company plans to make a formal decision by resolution passed at the Annual General Meeting of Shareholders scheduled for June 26, 2026.

(3) Scheduled date of change

June 26, 2026

3. Past Experience of New Candidate for Director

New position	Director serving as Audit and Supervisory Committee Member	
Name	Shiomi Mahoko	
Date of birth	February 15, 1965 (61 years old)	
Past experience	April 1987	Joined the Company
	June 2021	General Manager, General Affairs and Human Resources Dept. (to present)

(Note) Director candidate Shiomi Mahoko uses the above listed name for professional purposes, however, her registered name is Kawamura Mahoko.