

February 20, 2026

Company Name: POLA ORBIS HOLDINGS INC.
 Representative: Yoshikazu Yokote,
 Representative Director and President
 TSE Code: 4927 (Prime Market)
 Contact: Yuta Abe, General Manager, Corporate Div.
 TEL: +81-3-3563-5517

Announcement Regarding Personnel Changes at POLA ORBIS HOLDINGS INC.

POLA ORBIS HOLDINGS INC. (the “Company”) hereby announces that it has decided at a meeting of the Board of Directors held on February 20, 2026, to implement personnel changes as follows. The appointments of the new Directors and Corporate Auditors of the Company are subject to approval by the Annual Shareholders’ Meeting of the Company, scheduled for March 27, 2026.

1. Personnel changes at POLA ORBIS HOLDINGS INC. (as of March 27, 2026)

Candidates for Director and Corporate Auditor of the Company

New position	Name	Current position
Outside Director	Yoshio Kometani	Newly appointed
Outside Corporate Auditor	Shohei Onishi	Newly appointed

[Retiring] Kazuyoshi Komiya, Outside Director

Akio Sato, Outside Corporate Auditor

Motohiko Nakamura, Outside Corporate Auditor

(Note 1) There are no special conflicts of interest between the candidates and the Company.

(Note 2) If the election of Mr. Yoshio Kometani as Outside Director and Mr. Shohei Onishi as Outside Corporate Auditor is approved, the Company will designate them as Independent Director and Independent Auditor, respectively, as provided for in the regulations of the Tokyo Stock Exchange, Inc., and will notify the Exchange accordingly.

2. Reasons for the election of the Outside Director and Outside Corporate Auditor candidates

1) Outside Director candidate

Mr. Yoshio Kometani has served as Deputy COO, Asia Pacific Business Unit; Executive Officer, COO, Infrastructure Project Business Unit; and Representative Director, Executive Vice President, CDIO at a major general trading company. He has experience overseeing business investments in numerous overseas and domestic projects as well as a wide range of industrial fields, and promoting and supervising a wide range of areas, including digital transformation, as CDIO. In addition, he has been involved in governance from a broad perspective as Outside Director at multiple companies, and as an advisor to local governments, thereby contributing to enhancing the functions of overseeing management.

For the reasons mentioned above, we propose election of Mr. Kometani as Outside Director, as he can be expected to provide effective advice and recommendations on strategic planning and problem-solving toward the Company's sustained growth.

2) Outside Corporate Auditor candidate

As an attorney at law, Mr. Shohei Onishi has work experience in a wide range of areas, including regulatory compliance, risk management, M&A, and governance. Having served as Outside Director and Outside/External Auditor at multiple companies, he has contributed to demonstrating oversight functions and enhancing governance. In addition, having been deeply involved in the areas of new businesses and startup support, he has a wealth of knowledge in risk management and building frameworks according to the different stages of corporate growth.

For the reasons mentioned above, we believe that Mr. Onishi is an appropriate candidate for Corporate Auditor, and we propose his election.

Yoshio Kometani (April 11, 1962)

April 1985	Joined Mitsui & Co., Ltd.
March 2010	General Manager, Project Operations, Mitsui & Co., Ltd.
April 2015	Executive Officer, Deputy COO (Chief Operating Officer), Asia Pacific Business Unit, Mitsui & Co., Ltd.
April 2016	Executive Officer, COO, Infrastructure Project Business Unit, Mitsui & Co., Ltd.
June 2019	Representative Director, Executive Managing Officer, Mitsui & Co., Ltd.
April 2020	Representative Director, Senior Executive Managing Officer, CDIO (Chief Digital Information Officer), Mitsui & Co., Ltd.
April 2022	Representative Director, Executive Vice President, CDIO, Mitsui & Co., Ltd.
April 2023	Director, Mitsui & Co., Ltd.
June 2023	Corporate Advisor, Mitsui & Co., Ltd.
June 2024	External Director, Nifco Inc. (current)
September 2024	Outside Director, SENSYN ROBOTICS, Inc. (current)

Shohei Onishi (September 14, 1983)

December 2012	Registered as an attorney at law (Daini Tokyo Bar Association)
January 2013	Joined Yahoo Japan Corporation (currently LY Corporation)
August 2015	Resigned from Yahoo Japan Corporation (currently LY Corporation)
September 2015	Joined Sato Sogo Law Office
December 2018	Outside Auditor, SmartHR, Inc.
January 2019	Resigned from Sato Sogo Law Office
February 2019	Joined Miura & Partners
April 2019	External Auditor, Wakrak Inc. (currently WORLD STAFFING CO., LTD.)
March 2021	Outside Director, SmartHR, Inc. (current)
June 2021	Outside Director, Wellness Communications Corporation (current)
May 2023	Outside Auditor, Kaminashi, Inc. (current)
March 2025	Left Miura & Partners
April 2025	Established OLD NEW THINGS Law Office
May 2025	Outside Auditor, Monoxer, Inc. (current)
January 2026	Outside Director, Timee, Inc. (current)