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March 13, 2026

Company name	ALBIS Co., Ltd.
Representative	Kazuo Ikeda, President and CEO (Securities code 7475; Prime Market, Tokyo Stock Exchange)
Contact	Kosuke Takimoto, Executive Officer, Head of Corporate Planning Division (Telephone: +81-766-56-7223)

Notice Concerning Change of Officers and New Fiscal Year Organizational Structure

We hereby announce the following changes to our executive officers and the organizational structure for the new fiscal year.

1. Changes to Executive Officers

(1) Newly Appointed Executive Officers with Designated Roles (Effective April 1, 2026)

Name	New Positions and responsibilities	Current Positions and responsibilities
Hideaki Fujii	Senior Executive Officer, Head of Administration Division, and General Manager of Finance and Accounting Department, and General Manager of Store Development Department	Executive Officer, Head of Administration Division, and General Manager of Finance and Accounting Department, and General Manager of Human Resources Department, and General Manager of Store Development Department

(2) Newly Appointed Executive Officers

(Effective April 1, 2026)

Name	New Positions and responsibilities	Current Positions and responsibilities
Yukako Mori	Executive Officer, Head of Corporate Planning Division, and General Manager of Sustainability Promotion Department	Deputy Head of Corporate Planning Division, and General Manager of Sustainability Promotion Department

(Effective May 1, 2026)

Name	New Positions and responsibilities	Current Positions and responsibilities
Ryo Higasa	Executive Officer, Deputy Head of Sales Division, and General Manager of Sales Planning Department	—

(3) Retiring Executive Officers with Designated Roles (Effective March 31, 2026)

Name	Current Positions and responsibilities
Kinuhiko Yoshihara	Director, Senior Executive Officer, Head of Sales Division

※Effective April 1, 2026 Director

2. New Fiscal Year Structure (Effective April 1, 2026)

Name	Positions and responsibilities at the Company
Kazuo Ikeda	President and CEO, Head of Sales Division
Hiroki Ueno	Director, Senior Executive Officer, Head of Manufacturing Division, and General Manager of Quality Assurance Department
Hideaki Fujii	Senior Executive Officer, Head of Administration Division, and General Manager of Finance and Accounting Department, and General Manager of Store Development Department
Ryo Higasa	Executive Officer, Deputy Head of Sales Division, and General Manager of Sales Planning Department
Kosuke Takimoto	Executive Officer, Deputy Head of Sales Division,
Akihiro Toyoda	Executive Officer, Deputy Head of Administration Division, and General Manager of Human Resources Department, and General Manager of General Affairs Department
Yukako Mori	Executive Officer, Head of Corporate Planning Division, and General Manager of Sustainability Promotion Department
Junko Osawa	General Manager of Internal Audit Office
Kosuke Watanabe	Corporate Planning Division General Manager of Strategic Planning Department
Masayasu Yamamoto	Sales Division General Manager of First Product Department
Daisuke Minami	Sales Division General Manager of Second Product Department
Katsunori Sakata	Sales Division General Manager of Store Operations Department
Takayuki Furusawa	Sales Division General Manager of Mobile Merchandise Sales Business Department
Yasunori Nakashiki	Sales Division General Manager of Store Sales Department
Takeshi Yoshida	President and CEO, Alde Japan Co., Ltd.
Yasuhiro Yasuda	President and CEO, Albis Clean Support Co., Ltd.
Akihiro Takamatsu	President and CEO, Albis Farm Shinshu Nakano Co., Ltd.
Kazuhiro Suna	President and CEO, A&S Co.,Ltd.

※The Date of Appointment of Ryo Higasa will be May 1, 2026.

※The composition of the Board of Directors and the Audit & Supervisory Board will be announced once the proposals for election at the 59th General Meeting of Shareholders have been finalized.