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November 14, 2025

Company name: BASE CO., LTD.
Name of representative: Katsunari Nakayama,
Representative Director and President
(Securities code: 4481; TSE Prime Market)
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Notice of Changes in Executive Officers

BASE CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on November 14, 2025, the appointments of executive officers for the fiscal year ending December 31, 2026. The details are described below.

Date of appointment: January 1, 2026.

Name		New Position	Current Position
Xiaohu Qin	Reappointment	Managing Executive Officer, Head of System Headquarters	Managing Executive Officer, In Charge of System Development Division
Yan Sun	Reappointment	Managing Executive Officer, System Headquarters; Head of Assurance Office	Managing Executive Officer, In Charge of System Development Division and Head of System Development Division IV
Toru Aoyagi	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Financial Sector	Senior Executive Officer, Head of System Development Division I
Yijie Zhao	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Corporate and Public Sector	Senior Executive Officer, Head of System Development Division II
Qingyu Zhang	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Solutions	Senior Executive Officer, Head of System Development Division III
Hui Sun	Reappointment	Executive Officer, System Headquarters; Head of System Development Division IV	Executive Officer, Deputy Head of System Development Division III
Hiroyuki Yamashita	Reappointment	Executive Officer, Deputy Head of Administration Division	Executive Officer, Deputy Head of Administration Division
Yiliang Zhao	Reappointment	Executive Officer, System Headquarters; Head of System Development Division I	Executive Officer, Deputy Head of System Development Division I
Honghua Zhou	Reappointment	Executive Officer, System Headquarters; Head of System Development Division III	Executive Officer, Deputy Head of System Development Division II

Guozhi Bao	Reappointment	Executive Officer, System Headquarters; Head of System Development Division VI	Executive Officer, Deputy Head of System Development Division IV
Atsuyuki Tsubakihara	Reappointment	Executive Officer, System Headquarters; Head of System Development Division V	Executive Officer, Deputy Head of System Development Division III
Junji Nishimura	Reappointment	Executive Officer, System Headquarters; Head of Business Promotion Division	Executive Officer, Head of Business Promotion Division
Nobuharu Watanabe	New Appointment	Executive Officer, System Headquarters; Head of System Development Division II	Director, System Development Department VI System Development Division I