Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

November 13, 2026

Company name: BASE CO., LTD.
Name of representative: Katsunari Nakayama,
Representative Director and President
(Securities code: 4481; TSE Prime Market)
Inquiries: Noriyuki Takano,
Senior Vice President Director,
General Manager of Finance Department
(Telephone: +81-3-5207-5112)

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 13, 2026, the appointments of executive officers for the fiscal year ending December 31, 2027. The details are described below.

Date of appointment: January 1, 2027.

Name		New Position	Current Position
Yan Sun	Reappointment	Managing Executive Officer, CISO, Head of System Headquarters, Head of Assurance Office	Managing Executive Officer, System Headquarters; Head of Assurance Office
Xiaohu Qin	Reappointment	Managing Executive Officer, System Headquarters; In Charge of Sales	Managing Executive Officer, Head of System Headquarters
Toru Aoyagi	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Financial Sector, Head of AI Promotion Office	Senior Executive Officer, System Headquarters; In Charge of Financial Sector
Yijie Zhao	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Corporate and Public Sector, Head of CoS Office	Senior Executive Officer, System Headquarters; In Charge of Corporate and Public Sector, Head of AI Promotion Office
Qingyu Zhang	Reappointment	Senior Executive Officer, System Headquarters; In Charge of Solutions, Head of System Development Division VII	Senior Executive Officer, System Headquarters; In Charge of Solutions
Hui Sun	Reappointment	Executive Officer, System Headquarters; Head of System Development Division IV	Executive Officer, System Headquarters; Head of System Development Division IV
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, System Headquarters; Head of System Development Division I
Honghua Zhou	Reappointment	Executive Officer, System Headquarters; Head of System Development Division III	Executive Officer, System Headquarters; Head of System Development Division III

Guozhi Bao	Reappointment	Executive Officer, System Headquarters; Head of System Development Division VI	Executive Officer, System Headquarters; Head of System Development Division VI
Atsuyuki Tsubakihara	Reappointment	Executive Officer, System Headquarters; Head of System Development Division V	Executive Officer, System Headquarters; Head of System Development Division V
Junji Nishimura	Reappointment	Executive Officer, System Headquarters; Head of Business Promotion Division	Executive Officer, System Headquarters; Head of Business Promotion Division
Nobuharu Watanabe	Reappointment	Executive Officer, System Headquarters; Head of System Development Division II	Executive Officer, System Headquarters; Head of System Development Division II