XEBIO HOLDINGS

XEBIO GROUP

INTEGRATED REPORT 2026

XEBIO HOLDINGS CO.,LTD

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VEGETABLE OIL INK

With "Customer First" as Our Foundation, We Strive to Be a "One-and-Only" Company.



Corporate Philosophy

To foster high-quality human resources, generate capital and create an organization, all under the principles of fair competition, and to contribute to society through business activities based on a “Customer First” policy.

Basic Management Policy

1. Set numerical targets as qualitative indicators rather than quantitative indicators.
2. Aim for qualitative expansion of business as a “one and only,” not as a “number one” company.
3. Aspire to be recognized by our shareholders, customers, business partners, employees, and local communities as a truly “one and only” company.



Editorial Policy

The XEBIO Group publishes Integrated Report 2026 to provide shareholders and investors, as well as customers, business partners, local communities, employees, and other stakeholders, with a better understanding of the Group’s business activities and future direction.

In preparing this report, we have referred to principles for integrated reporting and various disclosure guidelines, while seeking to present information that appropriately reflects the actual circumstances of the XEBIO Group.

Scope of the Report

This report covers XEBIO HOLDINGS CO., LTD. and its Group companies. Where the scope of reporting differs for certain information, this is indicated in the relevant section.

Reporting Period

This report primarily covers the period from April 1, 2025 to March 31, 2026. Certain information from April 2026 onward is also included.

Cautionary Statement Regarding Forward-Looking Information

Forward-looking information contained in this report is based on information available as of the date of publication.

Actual results may differ from those described in this report due to various factors, including changes in economic and market conditions, the competitive environment, laws and regulations, and the impact of natural disasters.

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Delivering Emotional Value Through Sports and Creating a More Fulfilling Future

Thank you for your continued support of the XEBIO Group.

Since our founding, we have upheld the principle of “Customer First,” and we believe that this philosophy will remain the unwavering foundation of our future growth. Delivering inspiration and meaningful experiences through sport to as many customers as possible. —our continued pursuit of this goal defines the XEBIO Group’s purpose and the role we should fulfill in society.

Sports have the power to move people, bring people and communities together, and inspire hope for the future. Our focus extends beyond products themselves. We see our mission as identifying and enriching every opportunity for customers to engage with sport in their daily lives, while expanding the possibilities those experiences create.
In the fiscal year ended March 31, 2026, health consciousness continued to grow and opportunities to participate in sports continued to recover. At the same time, customers’ values and purchasing behavior, as well as the sports environments required in each region, changed significantly. As the market continues to evolve, we must continually challenge ourselves to redefine what truly creates value for our customers, without being constrained by past successes.

Against this backdrop, one area we must further enhance is the value of our stores. Our stores are more than simply places to sell products. They inspire customers to begin their sporting journeys, support them in continuing those pursuits, and create opportunities to discover new sports, new communities, and new experiences. Leveraging their specialized expertise, our Sports Navigators® support each customer in achieving their individual goals and aspirations.
Our distinctive strength lies in delivering not only the value of our products and their practical benefits, but also the experiences, inspiration, and emotional connections they make possible.

Going forward, we will make even greater use of the Group’s nationwide store network, specialized personnel, and broad range of categories, while further integrating physical stores and digital touchpoints. By leveraging e-commerce, apps, our membership platform, and purchasing data, we will create experiences that enable customers to engage with sports in ways that are more convenient, more comfortable, and tailored to their unique lifestyles and needs.

While preserving the values that define us, we will continue to evolve our Customer-First philosophy to meet the needs of a changing era. By bringing together our stores, people, digital capabilities, and the diverse strengths of our Group, we will create new Emotional Value through sports and thereby enhancing sustainable corporate value over the long term.

The XEBIO Group will continue striving to inspire trust, enrich lives, and create positive social impact through sport. Together with all of our stakeholders, we will continue to take on new challenges toward creating a more fulfilling future.

Tomoyoshi Morohashi
President



Evolving Alongside Sports

The XEBIO Group has continued to grow by believing in the power of sports and contributing to enriching customers' lives and the sustainable development of society.

Throughout our history, we have responded to changing times and embraced new challenges, expanding our business domains and enhancing corporate value.

The following highlights the evolution of the XEBIO Group and the milestones that have shaped who we are today.

December 1962

Founded a men's clothing store in Iwaki City, Fukushima Prefecture.



July 1973

Established Sun-Suits Co., Ltd. and commenced the retail sale of men's clothing in Iwaki City, Fukushima Prefecture.



November 1979

Opened our first large-scale store in Fukushima Prefecture, introducing a new retail concept combining fashion and sports.

November 1987

Changed the company name to XEBIO Co., Ltd. Clarified its direction as a sporting goods specialty retailer, entering a new stage of growth.



November 1999

Opened a large-scale Super Sports XEBIO store in Hokkaido, accelerating the expansion of our large-format store network.



April 2005

Made Victoria Inc. a consolidated subsidiary. Expanded our business domains and diversified our portfolio in the Tokyo metropolitan area.



April 2009

Made GOLF Partner Co., Ltd. a consolidated subsidiary. Strengthened our golf business and further expanded the Group's business domains.

June 2010

Opened one of Japan's largest experiential sports malls in Ibaraki Prefecture, creating new value through an experience-oriented store format.



October 2015

Transitioned to a pure holding company structure, establishing a Group management framework centered on XEBIO HOLDINGS CO., LTD.

December 2020

Made TOKYO VERDY Co., Ltd. a consolidated subsidiary, expanding the Group's sports business domains.

March 2024

Participated in the new "Sports Point" membership and loyalty program.

November 2023

Opened a flagship Super Sports XEBIO store in Fukuoka Prefecture, bringing together five Group store formats under one roof.



February 2025

Launched the "Sports Point Card," a Group-wide credit card.



February 2026

Acquired the "BASEMAN" specialty baseball retail business.
The acquisition further enhances our expertise and strengthens our store network.



Our Business Evolution

1970s

Full-Scale Entry into the Sports Business



1980s

Building the Foundations as a Specialty Retailer



1990s

Expansion into Large-Scale Sports Retail



2000s

Expanding the Group's Business Domains



2010s

Evolving into a Comprehensive Sports Company



2020s

Building a New Growth Platform Connecting Physical and Digital Touchpoints



From 2025

Deepening Expertise and Strengthening Our Store Network



Toward the Future

Transforming the Potential of Sports into New Value



The XEBIO Group at a Glance (As of March 31, 2026)

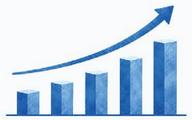
Through our nationwide store network and diverse brands and services, the XEBIO Group has supported the sporting lives of customers across Japan.

We will continue to embrace change and take on new challenges as we strive to create new value through sports.

Founded
1962



Net Sales
¥2,523 billion



Sports Navigator® Staff
8,075
Including temporary employees



At the XEBIO Group, employees are referred to as “Sports Navigator®.”

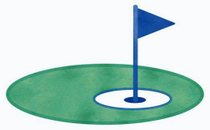
Total Number of Stores
(Including franchise stores)
972 stores



Prefectures with XEBIO Group Stores
All 47 prefectures



Golf Stores
384 stores



Total Store Floor Space
Approx. 690,000m²



Annual Store Visitors
Approx. 17.7million

Equivalent to approximately one in six people in Japan



Product Selection per Store
Approx. 152,000 items



Brands Carried
Approx. 2,600 brands



To provide an environment where everyone can feel closer to and enjoy sports, the XEBIO Group operates 972 stores in Japan and overseas, tailored to the characteristics and needs of each region.

Stores in Japan
929stores (As of March 31, 2026)

- Sports Retail Business
  - Super Sports XEBIO:175stores
  - Victoria:19stores
  - GOLF Partner:197stores
- Specialty Store Business

Stores Overseas
43stores



Sports That Move the Hearts

A country where many people can be moved by sports is a bright country.

When I watch sports, I often find myself wondering:
What else has the power to bring so many people together as one, sharing joy,
surprise, disappointment, frustration,
and even tears amid the roar of a crowd that fills a stadium?

Why is it that we can unite our feelings with so many people
who were born and raised in different environments?
Perhaps the seeds of that connection are planted the very
first time we play a sport.

The moment you achieve something you once thought impossible.
The moment you set a personal best.
The moment a dream slips just out of reach.
The moment of victory.

Through each of these precious moments, our hearts learn what it means to be moved, growing deeper, richer, and stronger over time.
We believe that a society enriched by people who are moved by sport is one with a bright future.
To bring as many inspiring, life-enriching experiences as possible to each and every one of you.
This is the shared commitment of everyone at the XEBIO Group.

NO HEART, NO SPORTS.

To the Future, with Sports

Since its founding, the XEBIO Group has been committed to providing you with the energy to live fully and delivering more inspiring new experiences through sports.





Fulfill Your Wish with Sports.

We believe there is much we can achieve with the power of sports in the country where we live. We seek talented individuals with foresight who are willing to pursue the future together as a team.

Let's Create a Sports Nation.

Every person on this planet has the right to participate in sports with respect and assurance.
We aim to support the voices of all people appealing to their wish to play sports.



The XEBIO Group's Vision

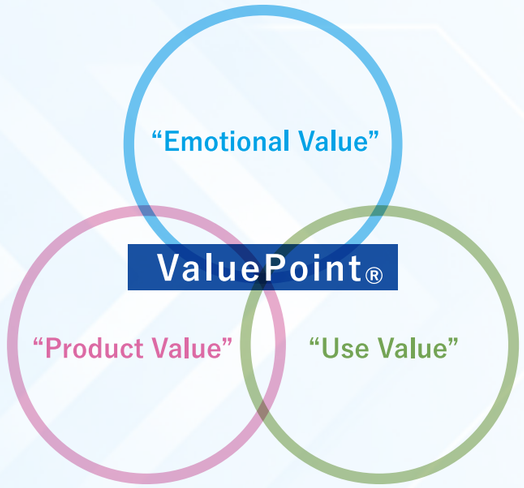
The XEBIO Group seeks to maximize the appeal and value of sport while expanding the areas in which we create value. We define the value delivered through various customer touchpoints as three Value Points®: Product Value, Use Value, and Emotional Value. Beyond simply offering products, we aim to deliver value through the experience of enjoying sport and the inspiration it creates.
Our vision is to be a truly One-and-Only Company that continually delivers the value of sport through these Value Points®. With sport at the core, we collaborate with a wide range of industries and businesses to bring the new value of sport to as many people as possible and expand the possibilities of the sports business.

Challenges We Recognize

- Diversification of Consumer Behavior
- Growing Consumer Frugality amid Rising Prices
- Growing Health Consciousness
- Diversification of Sports-Related Demand
- Declining Birthrate, Aging Population, and Population Decline
- Worsening Labor Shortages
- Progress in Digitalization
- Expansion of the E-Commerce Market

Business Model

"Customer First"



Sports Navigator®

Value Creation Platform

THE SUPER SPORTS XEBIO
XEBIO SPORTS EXPRESS
Victoria
L-Breath
Victoria Golf
NEXAS ネクサス by Takeda Sports
Takeda Sports
GOLF PARTNER

Group Net Sales
Fiscal year ended March 31, 2026
¥252.3billion

Group Stores
As of March 31, 2026
972stores

Total Store Floor Space
As of March 31, 2026
Approx.690,000m²

Our Commitment

We are Sports Navigators!

In our stores, the most compelling presence should not be the products themselves, but the people who communicate their value to customers.

Our sales staff are more than simply salespeople. We call them "Sports Navigator®" because they guide customers in every aspect of their sporting lives. Beyond explaining how products are used, they share the inspiration of sports with customers and strive to provide service that consistently exceeds expectations.

Creating Value

- Contributing to local communities
- Creating more touchpoints with sports
- Differentiating our business model
- Creating new forms of sports business

Our Mission

The inspiration that sports bring transcends race, language, religion, nationality, age, and gender. This is one of the great possibilities of sports and a valuable asset shared by humanity.
Our mission is to unlock the full potential of sports and transform that potential into value through our businesses.

Group Statement

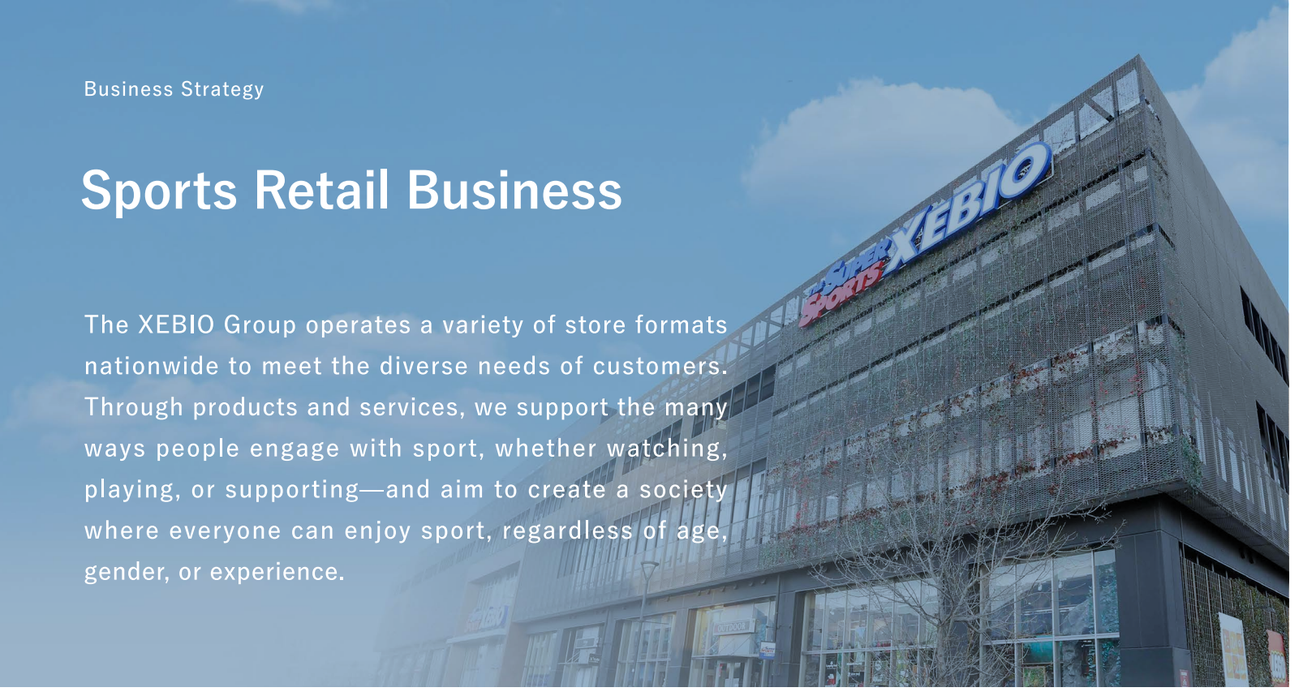
"Sports That Move the Hearts"

"Let's Create a Sports Nation."

"Fulfill Your Wish with Sports."

こころを動かすスポーツ。

XEBIO GROUP



Business Strategy

Sports Retail Business

The XEBIO Group operates a variety of store formats nationwide to meet the diverse needs of customers. Through products and services, we support the many ways people engage with sport, whether watching, playing, or supporting—and aim to create a society where everyone can enjoy sport, regardless of age, gender, or experience.

Key Brands

THE SUPER SPORTS XEBIO	Victoria	GOLF PARTNER	Takeda Sports / NEXAS
Large-scale sporting Goods Store	Sports Specialty Store in Urban Locations	Comprehensive Golf Retailer	Community-Based Sporting Goods Store

Three Priority Initiatives in the Sports Retail Business

Extensive Product Selection and Expertise

We offer a wide range of products, from sporting goods and everyday casual and performance apparel to specialty brands, helping customers find the products that best match their needs and aspirations.



Data-Driven Personalized Recommendations

Using advanced measuring equipment and digital tools, we help customers make informed product choices tailored to their individual characteristics, preferences, and needs.



Creating Engaging In-Store Experiences

Through kids' spaces and interactive experience areas, we create store environments where customers can do more than simply browse products, enjoying opportunities for play, discovery, and hands-on experiences.



Diverse Store Formats

We operate a diverse range of store formats nationwide, tailored to customers' lifestyles and needs.

Large-Scale Suburban Stores

Featuring expansive retail space, a broad product assortment, and ample parking, these stores offer a comfortable shopping experience where customers can explore at their leisure.





Shopping Center Stores

Conveniently located within shopping centers, these stores make it easy for customers to incorporate sports shopping into their everyday visits.

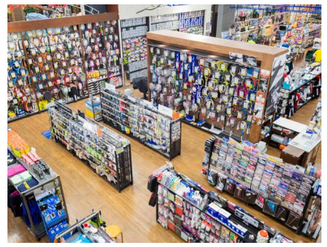




Dome-Style Stores

Featuring high ceilings and an open, spacious layout, these stores allow customers to compare, experience, and explore a wide range of sporting goods in a single location.





Community-Based Small- and Medium-Sized Stores

By tailoring products and services to local characteristics and seasonal needs, these stores support and enrich community sports activities.





Multi-Category Experience Stores

These experience-oriented stores bring together multiple categories, including sports, outdoor, and golf, enabling customers to explore a broader range of activities and lifestyles in one location.



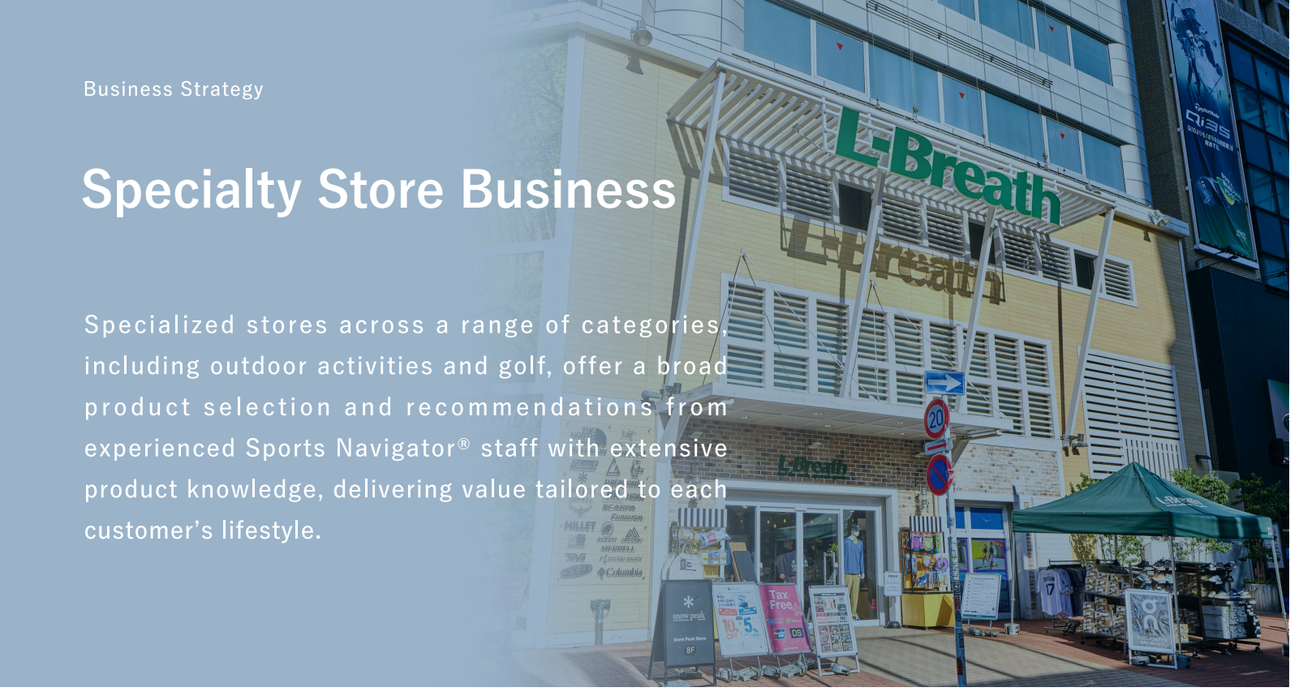


Stores In and Near Train Stations

Conveniently located in and around train stations, these stores offer easy access to sporting goods and casual apparel, supporting customers' everyday lifestyles.







Business Strategy

Specialty Store Business

Specialized stores across a range of categories, including outdoor activities and golf, offer a broad product selection and recommendations from experienced Sports Navigator® staff with extensive product knowledge, delivering value tailored to each customer's lifestyle.

Key Brands

L-Breath	Victoria Golf	PGA TOUR SUPERSTORE	Double Eagle	Xiasis
Outdoor Lifestyle Retailer	Full-Service Golf Retailer	Experiential Golf Superstore	Premium Golf Boutique	Casual sports Retailer

X'tyle	X'tyle vision	VARIETY SHOP バスケル	BBM 野球専門店 ベースマン	GALLERY·2
Sports lifestyle Retailer	Sports Eyewear Retailer	Lifestyle and Variety Goods Retailer	Baseball Specialty Retailer	Sporting Goods store catered to a specific sport

Three Key Initiatives Driving Our Specialty Store Business

Enhancing In-Store Expertise

By deepening expertise within each category and offering a comprehensive product assortment, we provide a shopping experience that meets a wide range of customer needs and preferences.



Experience-Driven Customer Service

Our knowledgeable staff provide personalized recommendations and fittings based on each customer's goals, experience level, and intended use, enhancing the in-store experience through attentive service.



Responding to Regional Needs

We tailor our product offerings to reflect local characteristics and needs, creating community-focused stores that support customers' sporting lifestyles.



Specialty Store Formats

We operate category-focused specialty stores that combine specialized expertise with engaging customer experiences.

Outdoor Specialty Stores

Through a comprehensive range of products for camping, trekking, apparel, and footwear, as well as hands-on in-store experiences, we support active outdoor lifestyles.

L-Breath

An outdoor specialty retailer offering a comprehensive selection of equipment, apparel, footwear, and accessories for outdoor enthusiasts.







Golf Specialty Stores

From clubs, balls, and footwear to apparel and accessories, we offer products and expert services that support every aspect of our customers' golfing lifestyles.

Victoria Golf

A comprehensive golf retailer offering an extensive selection of equipment, apparel, and accessories.



PGA TOUR SUPERSTORE

A large-scale experiential golf retailer featuring practice and fitting facilities.



Double Eagle

A premium golf retailer offering curated products and elevated customer service.



Lifestyle Specialty Stores

Through a diverse assortment of fashion, lifestyle goods, and children's products, we offer products and services that help customers express their individuality in their everyday lives.

Xiasis

A lifestyle retailer specializing in casual apparel and lifestyle goods.



X'tyle

A sports lifestyle retailer offering apparel, footwear, and products that support active lifestyles.



X'tyle vision

A specialty retailer dedicated to sports eyewear and performance lenses.



VARIETY SHOP バスケル

A variety store offering children's and baby products, lifestyle goods, and everyday essentials.

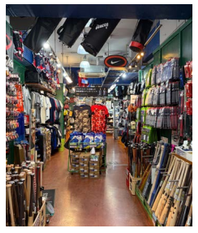


Competitive Sports Specialty Stores

Through specialized product assortments and expert knowledge across a range of sports, we provide tailored product recommendations and support customers in improving their performance.

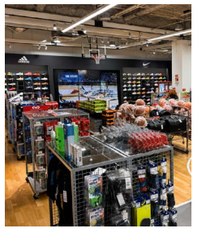
BBM 野球専門店 ベースマン

A specialty baseball retailer serving players at all levels.



GALLERY·2

A specialty sports retailer focused on team and performance sports, including football and basketball.



Digital Membership Platform Strategy

Business Strategy
Digital Membership Platform Strategy
Connecting Through Digital, Making Every Sports Experience More Convenient and More Personal.

By understanding and responding to the unique needs of each customer, we leverage data and technology to further enhance the purchasing experience while delivering a sports lifestyle platform that enriches everyday engagement with sport.

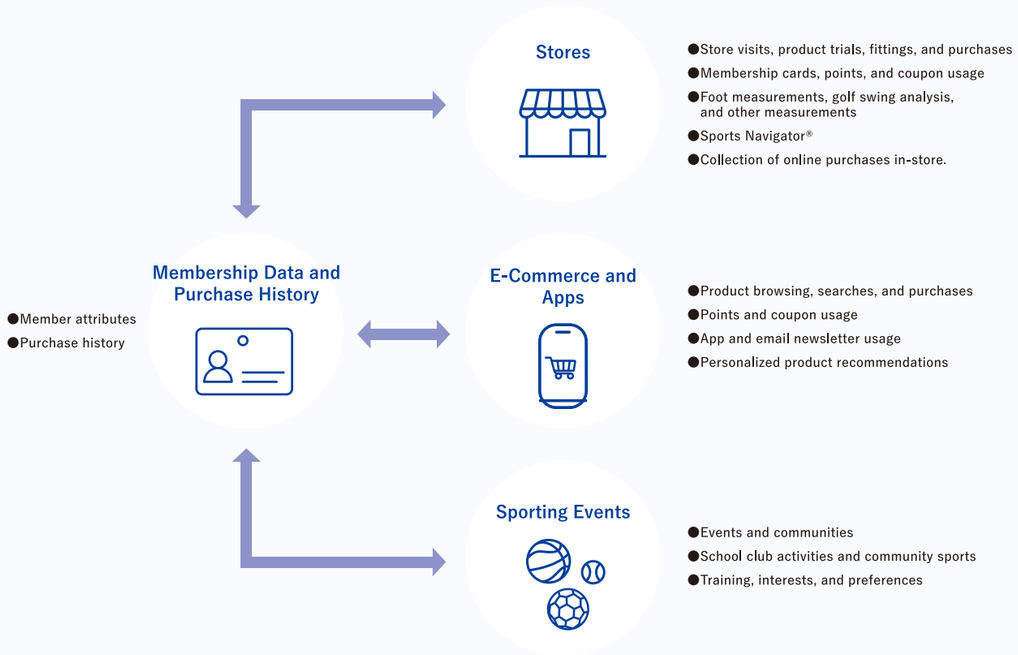


Integrating Physical and Digital Touchpoints

Enhancing the Customer Experience

By linking membership data across stores, e-commerce, and sporting events, we expand customer touchpoints.

Connecting Customer Data Across a Wide Range of Touchpoints



Providing a Sports Lifestyle Platform

Enhancing Sports Experiences Through Data to Support Sports, Health, Communities, Education, and Culture

By collecting, analyzing, and applying insights from a wide range of physical and digital touchpoints, we deliver products, information, and services tailored to each customer's unique needs and interests.

Data Collection

Collecting Data Across Physical and Digital Touchpoints

In stores, we collect and analyze data generated through customer visits, product fittings and trials, purchases, and the use of points and coupons. Across our e-commerce platforms, we gather behavioral data including product browsing, searches, purchases, and engagement with apps, social media, and email. Furthermore, by providing environments and services that encourage participation in sport and physical activity, we create more opportunities to engage with customers of all skill levels, from beginners to experienced athletes, enabling us to better understand their needs through a wider range of customer insights.



Data Analysis

Understanding Customer Through Data Analytics

We consolidate and analyze a wide range of sports-related data through our analytics platform, including membership profiles, purchase histories, physical and performance assessments, participation in sports events and communities, sports, teams and playing positions, training activities, and individual interests and preferences. Based on these insights, we deliver personalized recommendations, products, and services tailored to each customer's unique needs and sporting journey.



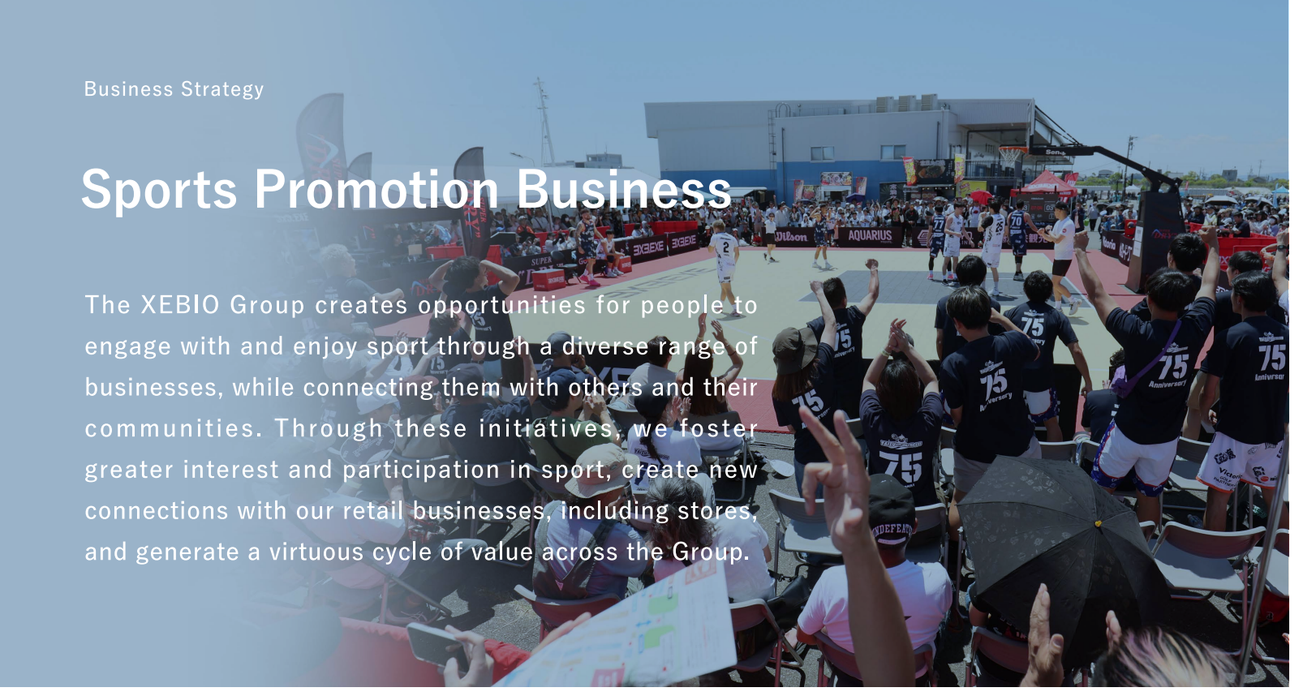
Recommendations and Services

Delivering Personalized Experiences Through Data

In stores, our Sports Navigator® provide personalized recommendations, while our e-commerce channels recommend products tailored to each customer's needs. By leveraging purchase histories, preferences, and other customer insights, we provide relevant rewards and offers, along with timely information on product replacement, maintenance services, lessons, sporting events, and other opportunities to engage with sport. These insights also help us deliver sports experiences and performance-enhancement support tailored to specific sports and regional characteristics, while informing future product development and service innovation.



Sports Promotion Business



The XEBIO Group creates opportunities for people to engage with and enjoy sport through a diverse range of businesses, while connecting them with others and their communities. Through these initiatives, we foster greater interest and participation in sport, create new connections with our retail businesses, including stores, and generate a virtuous cycle of value across the Group.

Creating a Cycle of Value Through Sport

Discover

Creating opportunities to discover and engage with sport

Be Inspired

Whether participating, watching, or supporting, people share the inspiration and emotion that sport creates

Connect

Sport brings people together, creating connections across communities and generations

Expand

The connections and energy created through sport help revitalize local communities

Three Strategic Priorities in Sports Promotion

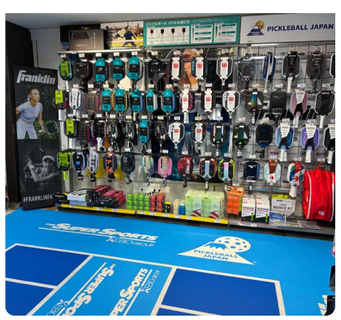
Sports Tournaments and Events

We plan and organize sports tournaments and participatory events across Japan, creating opportunities for people of all ages to discover and engage with sport.



Promoting Sports Participation

By showcasing the appeal of a wide range of sports, we raise awareness, expand participation, and contribute to the continued growth and development of sport.



Developing the Next Generation

We create opportunities for children to experience sport, embrace new challenges, and develop the skills and confidence that support healthy growth and future success.



Key Sports Promotion Businesses

3x3 Basketball

Through a wide range of initiatives, from professional 3x3 basketball leagues to youth tournaments, we promote the appeal of 3x3 basketball and expand participation in the sport. These activities also create opportunities for people to experience sport as spectators while fostering community engagement and regional connections.



Baseball Promotion

Through the planning and operation of XEBIO Junior Baseball Fest for U9 players, we create opportunities for youth across Japan to experience the enjoyment of baseball while encouraging lifelong participation in sport.



Sports School Business

Through TACTIVE, our table tennis school, we provide expert coaching to people of all ages, from children to adults. By expanding opportunities to participate in table tennis, we support both the growth of the sport and healthier lifestyles through regular physical activity.



Arena Business

Through the operation and utilization of arenas such as XEBIO Arena Sendai and FLAT HACHINOHE, we host sporting events and enhance their role as hubs for community interaction, helping to foster connections and create vibrancy in local communities.



Professional Sports Teams

We support Tokyo Verdy, Tokyo Verdy Club, and Tohoku FreeBlades, working to enhance the value of professional sports while promoting community-rooted sports culture. Through these partnerships, we contribute to regional engagement, youth development, and the sustainable growth of sport.









Insurance and Credit Card Business

Supporting Sports Lifestyles Through Peace of Mind, Convenience, and Value

Through its membership, credit card, and insurance services, the XEBIO Group helps make everyday sports experiences more convenient, rewarding, and enjoyable, while providing peace of mind through protection and support for unforeseen circumstances.



Insurance Services

Bringing Peace of Mind to Every Sporting Journey

We offer insurance products designed to help protect customers against a wide range of risks associated with sport and everyday life. By supporting customers in selecting coverage tailored to their lifestyles and needs, we help create an environment where they can enjoy sport with confidence and peace of mind.

Insurance Consultation and Support

Our insurance specialists provide personalized consultation and support, helping customers choose products tailored to their individual lifestyles and needs. We also offer a range of products that can be purchased online, providing greater flexibility and convenience.

- Insurance for sports-related injuries and accidents
- Insurance solutions for everyday risks
- Insurance products and plans tailored to each stage of life

From enrollment through ongoing support, we provide reliable assistance every step of the way, helping address our customers' concerns and evolving needs.





Credit Card Services

Making Sport More Accessible and More Rewarding

The Sports Point Card enables customers to earn and redeem Sports Points through purchases at XEBIO Group stores and participating services. Points earned can be used at participating locations, with each point redeemable at a value of one yen, providing added value and convenience for customers' everyday sporting lifestyles.



Value Provided by the Sports Point Card

Use
Shop with the card

→

Earn
Collect Sports Points

→

Redeem
Enjoy rewards and exclusive member benefits

→

Enjoy More
Make every sporting experience more rewarding

By earning points through everyday purchases and redeeming them for rewards and member benefits, customers can enjoy greater value while staying active through sport.

Credit Card Member Benefits

Enhancing Everyday Sports Experiences Through Exclusive Benefits

Earn Sports Points*1

Discounts and privileges at participating facilities

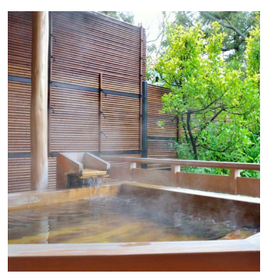
Exclusive member sales and campaigns

Preferential rates on selected in-store services*2

*1.Earn up to 3.5% in Sports Points when shopping within the XEBIO Group.

*2.Please check with individual stores for applicable services and conditions.









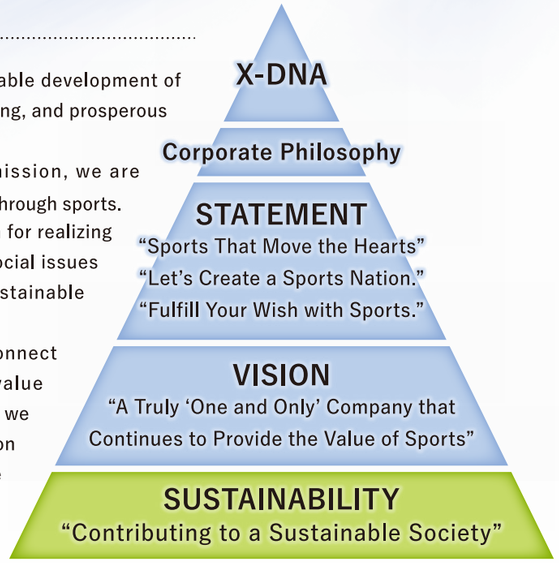
Through a wide range of benefits available across partner facilities and XEBIO Group locations, members enjoy greater value, convenience, and access to exclusive experiences that support active sporting lifestyles.

Sustainability of the XEBIO Group

The XEBIO Group's mission is to create a healthy, fulfilling, and prosperous world where sports are an integral part of everyday life. To fulfill this mission, we have identified key social issues (materialities) that we need to address.

Basic Sustainability Policy

The XEBIO Group's mission is to contribute to the sustainable development of sports and local communities, and to create a healthy, fulfilling, and prosperous world where sports are part of everyday life.
Guided by the Xebio Philosophy that underpins this mission, we are committed to creating "**a bright future filled with hope**" through sports.
We position sustainability as a key management foundation for realizing our philosophy, mission, and vision, and seek to address social issues through our business activities while contributing to a sustainable society.
By harnessing the power of sports to move hearts and connect people, communities, and society, we will create new value together with our diverse stakeholders. At the same time, as we respond to environmental and social changes, we will pass on opportunities and environments for enjoying sports to future generations and work toward a prosperous and sustainable society through sports.



Sustainability Promotion Structure

Board of Directors of XEBIO HOLDINGS CO., LTD. Reviews and approves important sustainability issues and related matters and provides management oversight.

Reporting / Supervision

Sustainability Committee Identifies significant sustainability-related risks and opportunities and develops business plans to address them. The Committee also promotes initiatives addressing material issues, monitors progress, and reviews results.

Chair: Executive Vice President, XEBIO HOLDINGS CO., LTD.
Members: Corporate Officers of XEBIO HOLDINGS CO., LTD. and Corporate Officers of Group operating companies

Secretariat

Sustainability Promotion Office
Serves as the secretariat of the Sustainability Committee and manages its operations. It also works with internal and external organizations to implement and promote sustainability plans through business activities.

Supervision

Business Activities

Materialities of the XEBIO Group

In light of changes in the social and environmental landscape and their relationship with the Group's businesses, we have identified seven material issues (materialities) from the dual perspectives of contributing to a sustainable society and enhancing corporate value over the medium to long term.
By addressing these issues through our business activities, we aim to contribute to a sustainable society while enhancing corporate value over the medium to long term.

Materiality Identification Process

STEP1 Review existing materialities and identify key issues based on changes in society and the environment, the SDGs, and the characteristics of the Group's businesses.

STEP2 Assess the importance of each issue based on its relevance to the Group's businesses and its impact on society and the environment, and select priority issues to address.

STEP3 Identify materialities based on discussions by the Sustainability Committee, review the status of initiatives, and report the results to the Board of Directors.

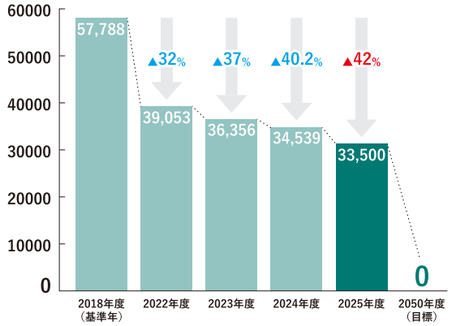
	Materialities/Related SDGs		Related SDGs
Environment	Achieving a Decarbonized Society	We promote reductions in greenhouse gas emissions from stores, logistics, and other business activities, contributing to a sustainable global environment.	7, 11, 13
Environment	Achieving a Circular Economy	We aim to contribute to a circular economy across our products, stores, and entire supply chain.	9, 12, 17
Social	Creating Local Communities Through Sports	We create opportunities to participate in sports and places for community interaction, contributing to vibrant local communities by connecting people and communities.	3, 11
Social	Developing and Empowering Diverse Human Resources	We create an environment in which our Sports Navigator® can fully demonstrate their capabilities, while promoting employee engagement and human resource development.	8, 5
Social	Providing Safe and Reliable Products and Services	Through quality control and responsible procurement, we provide safe and reliable products and services.	9, 12
Governance	Corporate Governance	We strengthen compliance, risk management, and information security to establish a sound management foundation.	16
Governance	Compliance		

Environmental Initiatives

CO_2 Emissions Reduction Targets and Progress

The XEBIO Group views climate change as a key challenge in building a sustainable society and is working to reduce greenhouse gas emissions and improve energy efficiency.
In line with our materiality goal of “Achieving a Decarbonized Society,” we aim to reduce CO_2 emissions (Scopes 1 and 2) from our business activities by 46% from FY2018 levels by FY2030 and achieve carbon neutrality by FY2050. To reach these goals, we are reducing electricity consumption by switching store lighting to LEDs and introducing on-site solar power generation at selected stores, among other measures to reduce our environmental impact.
We will continue to advance our decarbonization efforts to help ensure that future generations can enjoy sports in a sustainable environment.

CO_2 Emissions (t-CO_2)



Introduction of Renewable Energy

We are promoting the use of renewable energy to reduce our environmental impact and contribute to a sustainable energy future. As part of these efforts, we have introduced on-site solar power generation systems at selected Super Sports XEBIO stores to generate electricity for use at the stores.
We are also working to establish systems that will enable our stores to serve as evacuation sites and community spaces for local residents in the event of a disaster.



▲ On-site PPA at Super Sports XEBIO Ario Kashiwa Store

Promoting Golf Club Reuse and Circularity

At GOLF Partner, we promote the reuse of golf clubs by purchasing used clubs from customers, reselling them, and passing them on to the next golfer. This helps extend product lifecycles, make effective use of resources, and reduce environmental impact.
We also conduct the “My First Golf Club Project,” which provides people taking up golf with a used golf club free of charge. Through this initiative, we promote reuse while creating opportunities for more people to start playing golf.



Cumulative Number of New Golfers (2014–August 2026)

233,830

Social Initiatives

Career Education Support

Through activities such as visiting local schools to provide classes and offering workplace experience programs at our stores, we provide children with opportunities to learn about work and society. By giving children first-hand exposure to the wide variety of jobs related to sports and the roles that companies play in stores and local communities, we help deepen their understanding of and interest in working and provide opportunities for them to think about their own futures.
We will continue to work closely with local communities and schools to broaden children’s perspectives and possibilities and support the development of the next generation.

Internships and Workplace Experience Programs — FY2025 Results

Participating schools:425
Participants:1,127



▲ Workplace experience program



▲ School Outreach Class

Community Development Through Sports

SNAG Golf Experience Events

The XEBIO Group works with local companies and facilities to create opportunities for people to experience sports in an accessible and enjoyable way.
Through SNAG Golf, which can be easily enjoyed by children and beginners, we provide opportunities for people to discover and become familiar with golf. As one such initiative, we sponsor a kids’ workshop at Roppongi Hills organized by Mori Building Co., Ltd., providing children with opportunities to experience a new sport and discover the enjoyment it can bring.



▲ SNAG Golf experience even

Creating Shared Value with Local Communities Through Sports.

Tokyo Verdy and Tohoku FreeBlades contribute to the development of vibrant local communities through sport. Through school outreach, sports participation programs, and community engagement initiatives, we strengthen relationships with local stakeholders support youth development, and promote wider access to sport. By creating opportunities for everyone to participate and enjoy sport, we strive to build clubs that grow together with their communities and create lasting social value.



▲ Multi-sport experience event ▲ All-Inclusive Ice Hockey Experience



Human Capital Management of the XEBIO Group

The XEBIO Group regards human capital as a key management resource and value creation through people as a source of competitive advantage. By developing individual expertise and initiative, we enhance customer value and achieve sustainable growth in corporate value.

We are Sports Navigators!

At the XEBIO Group, we call all our employees “Sports Navigator®.”
Their role goes beyond selling products. Through product recommendations, technical services, friendly customer service, and community engagement, Sports Navigator® share the joy, inspiration, and dreams of sports with customers.
Sports enrich people’s lives and can be enjoyed by everyone, regardless of age, gender, or nationality. We communicate and guide customers to the appeal of sports. That is why we are Sports Navigator®.

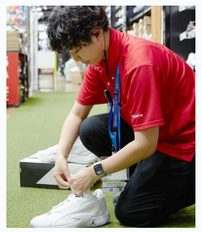
Basic Human Capital Strategy

Turning the Power of People into Business Growth

In sporting goods retail, the ability to provide recommendations and service tailored to each customer’s sporting level, lifestyle, and local needs is an important competitive strength.
The XEBIO Group develops the expertise, sporting experience, sales skills, and local knowledge of each Sports Navigator® and creates an environment where they can fully demonstrate their capabilities.
Focusing on stronger customer service and autonomous frontline organizations, we promote human resource and career development, diversity, and employee engagement. By translating employee growth into greater customer value, we aim to sustainably enhance corporate value.









Human Resource Development Policy

Creating Customer Value Through Expertise and Initiative

The XEBIO Group’s basic policy is to create customer value through people with expertise and initiative. Sporting goods retail requires more than providing products. Customers need recommendations tailored to their sporting needs and lifestyles. We therefore develop Sports Navigator® with product and sports knowledge and customer service skills, as well as people with store management, data analysis, and merchandising capabilities.
We systematically provide training by level and product category through group and online training, internal knowledge-sharing tools, and external e-learning. Overseas training assignments and study at universities also help employees develop specialist skills, external networks, and a culture of self-development.

Workplace Environment Development Policy

We create an environment where diverse employees can fully demonstrate their capabilities. Along with employee communication, surveys, work-style reforms, and evaluation systems, we delegate authority for store operations and merchandising based on local needs, building autonomous frontline organizations where employees can think and act independently.
We also use digital technologies to improve efficiency and redirect time to customer service and recommendations, strengthening the value that only people can provide.

Expanding Opportunities to Take on New Challenges

Internal Recruitment and Promotion Program

To foster innovation by encouraging employees to take on new challenges, the XEBIO Group operates the “Derukui System,” an internal recruitment and promotion program. Employees are selected for managerial positions based on merit, regardless of employment status, age, tenure, gender, nationality, or location, giving everyone the opportunity to pursue new roles.
We also support diverse work styles through flexible options, including regional transfers for employees who wish to work within a specific area.

Xebio Diversity Project

A diverse workforce brings different perspectives and experience that enhance product recommendations and service quality. To foster this value, we promote the “Xebio Diversity Project,” focusing on the advancement of women, international talent, employment and support for people with disabilities, and flexible work styles.
Our initiatives include promoting women to managerial positions and incorporating their perspectives into products and stores, enhancing employment and training for international talent, partnering with special needs schools, and offering flexible work programs such as reduced working hours for childcare and return-to-work programs.

Supporting Athletes’ Dual Careers

We support athletes in balancing competition and work. They apply the goal orientation, willingness to take on challenges, and teamwork developed through sports to their jobs, while gaining new experience and skills through work.
Through these efforts, we support their long-term development, looking beyond their competitive careers to their future career paths.

Corporate Governance

A Governance Structure that Supports Sound Management and Sustainable Growth

To earn the trust of our stakeholders, the XEBIO Group is committed to enhancing sustainable corporate value and value for society as a whole by ensuring transparent management and establishing an effective supervisory framework.

Basic Policy

The Company regards the enhancement of corporate governance as an important management priority for achieving sustainable growth in corporate value.

In addition to strengthening the supervisory function of the Board of Directors and enhancing the transparency and efficiency of business execution, the Company appoints external officers to improve management transparency, legal compliance, and accountability.

The Company also appoints independent officers to enhance the neutrality and objectivity of management and improve the effectiveness of its corporate governance framework.

Restructuring of the Corporate Governance Framework

Under its pure holding company structure, the XEBIO Group is responsible for Group strategy and capital allocation and promotes management across operating companies and functional organizations.

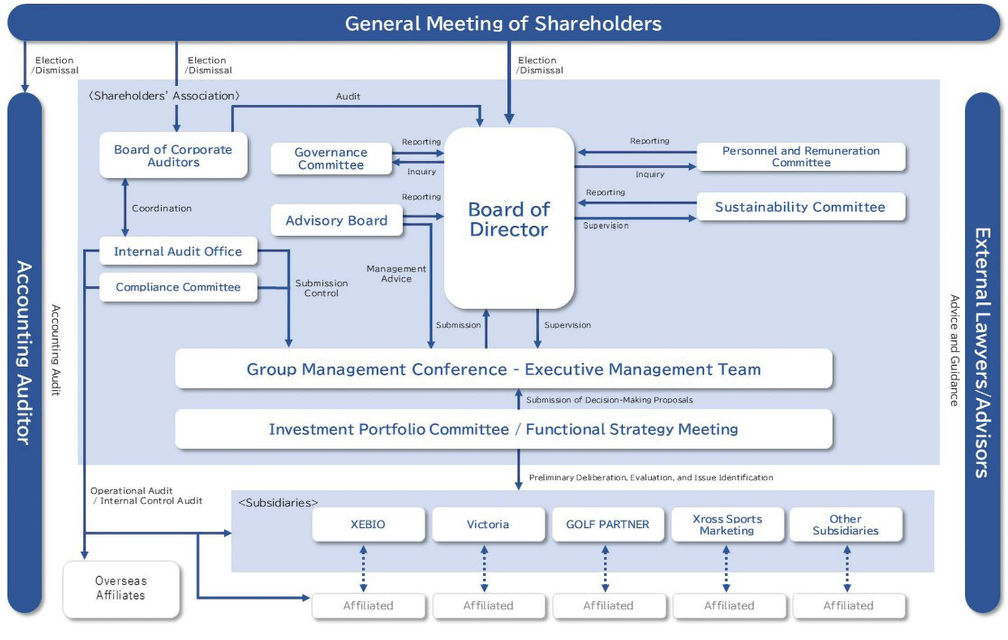
In response to changes in the business environment and other factors, the Group restructured its management execution framework and decision-making processes effective April 1, 2026, transitioning to an Executive Management Team centered on the Group Management Conference.

Under the new framework, in addition to clarifying business responsibilities, the Group has defined the functional responsibilities of Officers responsible for specialized functions and promotes management that combines business and functional perspectives.

The Group has also positioned the Group Management Conference as a key decision-making body for business execution and established the Investment Portfolio Committee and Functional Strategy Meetings to deliberate on and evaluate important matters and clarify key issues prior to decision-making.

Through these initiatives, the Group aims to improve the speed and quality of decision-making while promoting investment management that takes the cost of capital into account, thereby enhancing capital efficiency across the Group.

Corporate Governance Structure



Composition of Officers As of June 26, 2026

Directors



Representative Director
Tomoyoshi Morohashi



Director
Takeshi Kitazawa



External Director
Tamotsu Iwamoto



External Director
Tomoko Sumida



External Director
Rintaro Shinohara

Corporate Auditors



Full-time Corporate Auditor
Yuichi Hoshikawa



External Corporate Auditor
Mikio Koyano



External Corporate Auditor
Shoichi Mukaiyachi

Corporate Officers



Executive Vice President
Takaaki Nakamura



Executive Vice President
Kazuhiko Nakamura



Corporate Officer
Junya Ishida



Corporate Officer
Yuya Nakamura



Corporate Officer
Hiroyuki Murai



Corporate Officer
Koichi Ishizuka

Director Skills Matrix

●:Areas of primary expertise

	Name		Corporate Management	Markets	Global	M&A	IT & Digital	Finance	Legal & Risk Management	Talent Development & Diversity	Sustainability
Directors	Tomoyoshi Morohashi	Internal	●	●		●					●
	Takeshi Kitazawa	Internal		●	●					●	
	Tamotsu Iwamoto	External	●		●					●	●
	Tomoko Sumida	External			●	●	●			●	
	Rintaro Shinohara	External			●	●			●		
Corporate Auditors	Yuichi Hoshikawa	Internal		●					●	●	
	Mikio Koyano	External				●		●			
	Shoichi Mukaiyachi	External						●			

Roles of Key Governance Bodies

The XEBIO Group clearly defines the roles of the bodies responsible for supervision, business execution, and the deliberation of important matters, with the aim of improving the quality and speed of decision-making.

Supervision and Advisory Functions

Board of Directors

The Board comprises five directors, including three external directors. It determines key management policies and supervises business execution. The Group has introduced a corporate officer system to separate management from execution, with directors serving one-year terms.

Board of Corporate Auditors

The Board of Corporate Auditors consists of two external corporate auditors and one full-time corporate auditor and monitors and audits the execution of duties by directors. It regularly shares information and collaborates with the Internal Audit Office and the accounting auditor to improve the effectiveness and efficiency of audits.

Personnel and Compensation Committee

The Personnel and Compensation Committee has been established as a voluntary advisory body to strengthen independence, objectivity, and accountability regarding the nomination and compensation of directors. The Committee consists of at least three members, the majority of whom are external directors.

Governance Committee

The Governance Committee has been established as an advisory body consisting of the Representative Director, external directors, and Executive Advisors to discuss important matters concerning the sustainable growth of the Group and the enhancement of corporate value over the medium to long term.

Management Execution

Group Management Conference

Following the restructuring of the management framework in April 2026, the Group Management Conference serves as the core body for Group-wide business execution.

The Group Management Conference consists of the Representative Director, Corporate Officers, and Officers. It considers important matters concerning management policies and makes decisions on Group-wide business execution. By working across operating companies and functional organizations, it drives the execution of strategies across the Group.

Deliberation and Evaluation of Important Matters

Investment Portfolio Committee and Functional Strategy Meetings

Important matters are reviewed in advance by the Investment Portfolio Committee and Functional Strategy Meetings, then deliberated by the Group Management Conference before submission to the Board of Directors.

Internal Control and Specialized Functions

Compliance Committee

The Compliance Committee oversees the compliance promotion organizations of each Group company and promotes compliance and raises compliance awareness throughout the Group by monitoring their activities, providing guidance, and facilitating the sharing of cases.

Sustainability Committee

The Sustainability Committee has been established as a voluntary body directly under the Board of Directors and considers important sustainability-related issues and indicators. Important matters are resolved by the Board of Directors and reflected in the promotion of sustainability initiatives.

Internal Audit Team

The Internal Audit Team conducts operational and internal control audits of all Group companies and works in cooperation with the Corporate Auditors to ensure and strengthen risk management and compliance.

Advisory Board

The Advisory Board has been established as an advisory body to the Representative Director and consists of external experts from various fields. It provides objective evaluations, advice, and recommendations on overall management, which are utilized to enhance management decision-making and corporate governance.

Promotion of Compliance Management

The XEBIO Group believes that, in addition to complying with laws and regulations, it is fundamental to fulfilling its corporate social responsibility to conduct sincere and fair corporate activities based on its corporate philosophy and code of conduct.

Basic Policy

The XEBIO Group promotes compliance management with the aim of remaining a company trusted by society, with all officers and employees acting with a strong sense of ethics and responsibility.

Compliance Promotion Framework

The XEBIO Group has established a Compliance Committee to oversee and promote compliance initiatives across the entire Group.

The Committee supervises the compliance promotion functions established at each Group company, monitors their activities, provides guidance, and facilitates the sharing of cases that occur within each company, thereby promoting compliance throughout the Group.

Through continuous information sharing, education, and awareness-raising activities, the XEBIO Group also works to enhance the compliance awareness of each officer and employee and to establish a preventive and effective compliance framework.

Compliance Regulations

The XEBIO Group has established the “Compliance Regulations,” which define basic matters concerning compliance within the Company, including compliance with laws and regulations and the establishment of the organizational systems necessary to ensure such compliance, with the aim of ensuring sincere and fair management.

Education and Awareness Activities

The XEBIO Group conducts various compliance seminars led by external instructors on topics such as the Antimonopoly Act, the Subcontract Act, intellectual property rights, and the Act against Unjustifiable Premiums and Misleading Representations, as well as regular internal training through e-learning. Through these initiatives, the Group promotes compliance with laws and regulations in its business activities and raises compliance awareness among employees.

Internal Reporting System

The XEBIO Group has established a system to appropriately handle consultations and reports from employees and others concerning organizational or individual violations of laws and regulations. By protecting whistleblowers and facilitating the early detection and correction of misconduct, the Group works to strengthen its compliance management.

Consolidated balance sheet

(Millions of yen)

	As of March 31, 2025	As of March 31, 2026
Assets		
Current assets		
Cash and deposits	19,855	15,808
Notes and accounts receivable - trade	20,554	16,634
Operating loans	699	538
Merchandise	81,540	87,543
Income taxes refund receivable	54	662
Other	8,614	12,830
Allowance for doubtful accounts	△591	△518
Total current assets	130,727	133,500
Non-current assets		
Property, plant and equipment		
Buildings and structures	55,747	53,498
Accumulated depreciation	△40,429	△40,165
Buildings and structures, net	15,318	13,333
Land	14,564	14,786
Leased assets	6,148	6,298
Accumulated depreciation	△2,774	△3,420
Leased assets, net	3,374	2,878
Construction in progress	1,763	1,403
Other	24,294	23,661
Accumulated depreciation	△20,004	△19,857
Other, net	4,290	3,803
Total property, plant and equipment	39,310	36,206
Intangible assets		
Goodwill	24	83
Software	6,316	6,894
Other	2,384	2,233
Total intangible assets	8,725	9,211
Investments and other assets		
Investment securities	2,733	2,322
Long-term loans receivable	0	0
Deferred tax assets	3,838	4,650
Guarantee deposits	1,118	947
Leasehold deposits	14,236	14,457
Investment property	2,207	2,393
Accumulated depreciation	△594	△613
Investment property, net	1,613	1,780
Retirement benefit asset	1,266	2,353
Other	525	691
Allowance for doubtful accounts	△135	△124
Total investments and other assets	25,196	27,078
Total non-current assets	73,231	72,495
Total assets	203,959	205,996

	As of March 31, 2025	As of March 31, 2026
Liabilities		
Current liabilities		
Notes and accounts payable - trade	16,264	20,342
Electronically recorded obligations - operating	30,128	32,041
Short-term borrowings	500	900
Current portion of long-term borrowings	967	185
Income taxes payable	2,188	1,106
Provision for bonuses	1,253	1,201
Provision for bonuses for directors (and other officers)	15	15
Provision for point card certificates	130	62
Other	15,121	17,239
Total current liabilities	66,568	73,095
Non-current liabilities		
Long-term borrowings	1,982	1,799
Lease liabilities	3,917	3,402
Retirement benefit liability	770	772
Provision for retirement benefits for directors (and other officers)	59	59
Asset retirement obligations	8,040	8,050
Other	489	501
Total non-current liabilities	15,259	14,587
Total liabilities	81,827	87,682
Net assets		
Shareholders' equity		
Share capital	15,935	15,935
Capital surplus	16,106	16,103
Retained earnings	97,427	93,811
Treasury shares	△9,511	9,774
Total shareholders' equity	119,958	116,076
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	617	841
Foreign currency translation adjustment	259	△322
Remeasurements of defined benefit plans	489	1,165
Total accumulated other comprehensive income	1,366	1,684
Share acquisition rights	395	398
Non-controlling interests	411	154
Total net assets	122,131	118,313
Total liabilities and net assets	203,959	205,996

Consolidated statement of income

(Millions of yen)

	Fiscal year ended March 31, 2025	Fiscal year ended March 31, 2026
Net sales	250,603	252,331
Cost of sales	152,931	157,237
Gross profit	97,671	95,094
Selling, general and administrative expenses	90,665	92,723
Operating profit	7,006	2,370
Non-operating income		
Interest income	15	33
Dividend income	24	27
Rental income from real estate	586	549
Foreign exchange gains	197	1,204
Outsourcing service income	575	1,081
Other	406	549
Total non-operating income	1,805	3,444
Non-operating expenses		
Interest expenses	105	103
Rental expenses on real estate	434	314
Commission expenses	473	626
Other	180	111
Total non-operating expenses	1,194	1,155
Ordinary profit	7,618	4,660
Extraordinary income		
Gain on sale of non-current assets	5	23
Insurance claim income	96	31
Gain on reversal of share acquisition rights	35	39
Settlement income	—	167
Gain on sale of investment securities	45	4
Distributions of profit or loss on silent partnerships	299	—
Gain on bargain purchase	—	51
Gain on reversal of asset retirement obligations	—	43
gain on foreign currency translation adjustment	—	34
Total extraordinary income	482	395
Extraordinary losses		
Loss on retirement of non-current assets	151	251
Loss on sale of non-current assets	15	—
Loss on disposal of non-current assets	—	2,366
Impairment losses	3,689	3,610
Loss on disaster	11	25
Loss on liquidation of business	—	316
Loss on cancellation of rental contracts	53	50
Loss on cancellation of leases	1	—
Loss on valuation of investment securities	500	751
Loss on sale of businesses	97	—
loss on foreign currency translation adjustment	158	—
Extra retirement payments	344	—
Total extraordinary losses	5,023	7,372

Consolidated statement of income

(Millions of yen)

	Fiscal year ended March 31, 2025	Fiscal year ended March 31, 2026
Profit (loss) before income taxes	3,077	△2,316
Income taxes - current	2,279	1,331
Income taxes - deferred	△181	△1,224
Total income taxes	2,098	106
Profit (loss)	979	△2,423
Profit (loss) attributable to non-controlling interests	8	△259
Profit (loss) attributable to owners of parent	971	△2,164

Consolidated statement of cash flows

(Millions of yen)

	Fiscal year ended March 31, 2025	Fiscal year ended March 31, 2026
Cash flows from operating activities		
Profit before income taxes	3,077	△2,316
Depreciation	5,909	6,946
Impairment losses	3,689	3,610
Amortization of goodwill	21	24
Increase (decrease) in allowance for doubtful accounts	166	△83
Increase (decrease) in provision for bonuses	△65	△58
Increase (decrease) in provision for point card certificates	△39	△67
Increase (decrease) in contract liabilities	32	4
Increase (decrease) in retirement benefit liability	△72	4
Decrease (increase) in retirement benefit asset	△210	△413
Interest and dividend income	△40	△60
Interest expenses	105	103
Insurance claim income	△96	△31
Settlement income	—	△167
Gain on reversal of share acquisition rights	△35	△39
Loss (gain) on valuation of investment securities	500	751
Loss (gain) on sale of investment securities	△45	△4
Loss (gain) on disposal of non-current assets	—	2,366
Loss on retirement of non-current assets	151	251
Gain on sale of non-current assets	△5	△23
Loss on sale of non-current assets	15	—
Loss on disaster	11	25
Loss on liquidation of business	—	316
Loss on cancellation of rental contracts	53	50
Distribution of profit or loss silent partnerships	△299	—
Loss on foreign currency translation adjustment	158	—
gain on foreign currency translation adjustment	—	△34
Extra retirement payments	344	—
Loss (gain) on sale of businesses	97	—
Gain on bargain purchase	—	△51
Gain on reversal of asset retirement obligations	—	△43
Decrease (increase) in trade receivables	2,174	3,989
Decrease (increase) in operating loans receivable	109	160
Decrease (increase) in inventories	1,593	△5,206
Increase (decrease) in trade payables	△4,177	5,974
Increase (decrease) in accounts payable - other	△918	△2,661
Increase (decrease) in accrued consumption taxes	677	△1,324
Other, net	△401	529
Subtotal	12,483	12,522
Interest and dividends received	40	60
Interest paid	△106	△104
Income taxes paid	△696	△3,051
Income taxes refund	239	54
Proceeds from insurance income	96	31
Settlement received	—	167
Net cash provided by (used in) operating activities	12,057	9,681
Cash flows from investing activities		
Purchase of property, plant and equipment	△6,708	△7,357
Proceeds from sale of property, plant and equipment	103	130
Payments for retirement of property, plant and equipment	△35	△16
Purchase of intangible assets	△2,175	△2,435
Purchase of long-term prepaid expenses	△168	△453
Purchase of investment property	—	△185
Purchase of investment securities	△455	—
Proceeds from sale of investment securities	63	5
Payments of leasehold and guarantee deposits	△972	△645
Proceeds from refund of leasehold and guarantee deposits	852	628
Refund of guarantee deposits received	△56	△28
Guarantee deposits received	30	48
Proceeds from share of profits on investments in capital	26	—
Purchase of shares of subsidiaries resulting in change in scope of consolidation	—	△18
Proceeds from purchase of shares of subsidiaries resulting in change in scope of consolidation	12	—
Payments for acquisition of businesses	—	△646
Other, net	△95	△289
Net cash provided by (used in) investing activities	△9,578	△11,263
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	△200	400
Repayments of long-term borrowings	△1,836	△964
Repayments of lease liabilities	△1,154	△1,039
Purchase of treasury shares	△3,056	△262
Proceeds from exercise of employee share options	25	—
Dividends paid	△1,309	△1,452
Purchase of shares of subsidiaries not resulting in change in scope of consolidation	—	△5
Other, net	—	0
Net cash provided by (used in) financing activities	△7,531	△3,323
Effect of exchange rate change on cash and cash equivalents	△33	858
Net increase (decrease) in cash and cash equivalents	△5,085	△4,047
Cash and cash equivalents at beginning of period	24,941	19,855
Cash and cash equivalents at end of period	19,855	15,808

Consolidated statement of comprehensive income

(Millions of yen)

	Fiscal year ended March 31, 2025	Fiscal year ended March 31, 2026
Profit	979	△2,423
Other comprehensive income		
Valuation difference on available-for-sale securities	174	224
Foreign currency translation adjustment	333	△576
Remeasurements of defined benefit plans, net of tax	151	675
Total other comprehensive income	659	323
Comprehensive income	1,639	△2,100
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,589	△1,843
Comprehensive income attributable to non-controlling interests	49	△256

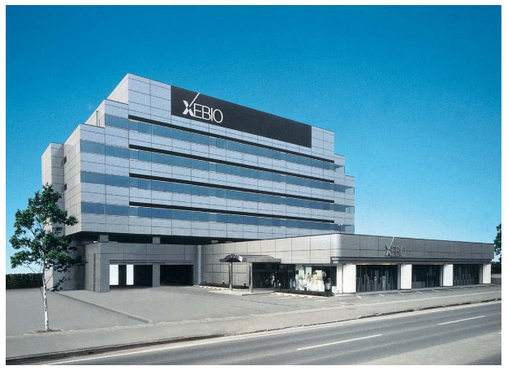
Corporate Profile As of March 31, 2026

Basic Information

Company Name	XEBIO HOLDINGS CO., LTD.
Representative	Tomoyoshi Morohashi, Representative Director
Founded	December 1962
Incorporated	July 5, 1973
Number of Employees (Consolidated)	2,446 Note: The above figure excludes 5,629 part-time and temporary employees, calculated based on an eight-hour workday.

Head Office

3-7-35 Asahi, Koriyama City, Fukushima Prefecture 963-8024, Japan



Tokyo Office

Nishikicho Trad Square, 3-20 Kanda-Nishikicho, Chiyoda-ku, Tokyo 101-0054, Japan



XEBIO Group Companies

XEBIO Co., Ltd.
Sales of sporting goods, equipment, and apparel

Victoria Inc.
Sales of sporting goods

GOLF Partner Co., Ltd.
Purchases and sales of golf goods

Xross Sports Marketing Co., Ltd.
Sports event, sports facility management, and marketing businesses

Xebio Corporate Co., Ltd.
Back-office shared services

Xebio Card Co., Ltd.
Credit card business

Stock Information & IR Information As of March 31, 2026

Stock Information

Securities Code	8281
Stock Exchange	Tokyo Stock Exchange
Shareholder Registry Administrator	Sumitomo Mitsui Trust Bank, Limited
Total Number of Authorized Shares	135,000,000
Total Number of Shares Issued	47,911,023
Number of Shareholders	53,379 (as of March 31, 2026)

IR Calendar Fiscal Year Ending March 2027

- May — Announcement of Full-Year Financial Results
- June — Publication of Business Report
- Submission of Annual Securities Report
- Annual General Meeting of Shareholders
- August — Announcement of First-Quarter Financial Results
- November — Announcement of Second-Quarter Financial Results
- December — Publication of Interim Business Report
- February — Announcement of Third-Quarter Financial Results

Major Shareholders

Name	Number of Shares Held (shares)	Shareholding Ratio (%)
Sunvick Co., Ltd.	8,252,605	19.9
Morohashi Museum of Modern Art	4,500,000	10.8
T.T.C. Co., Ltd.	4,121,466	9.9
Japan Master Trust Bank Co., Ltd. (Trust Account)	2,634,000	6.3
Teruko Morohashi	1,392,364	3.3
Tomoyoshi Morohashi	1,174,150	2.8
STATE STREET BANK AND TRUST COMPANY 505001	1,101,482	2.6
RHB LLC	900,897	2.1
Chikashi Shike	500,000	1.2
XEBIO Group Employee Shareholding Association	452,392	1.0

Note: The number of shares held is based on the shareholder registry, and the shareholding ratio is calculated excluding 6,529,100 treasury shares (treasury shares are excluded from the major shareholders listed above). Shares held by trust banks include shares held in connection with trust operations.

Distribution of Shares by Shareholder Type

IR Information

The latest IR information, financial results and related materials, stock information, and other information are available on our IR website.

https://www.xebio.co.jp/ja/ir/

The website can also be accessed from smartphones.

