XEBIO GROUP

XEBIO HOLDINGS CO.,LTD

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INTEGRATED REPORT 2025

XEBIO HOLDINGS



INTEGRATED REPORT 2025

Message from the President

Since our founding, we have upheld the principle of “Customer First,” striving to deliver Emotional Value to as many people as possible through the power of sports.
Rather than simply selling products, we aspire to be a company that values connections with our customers’ lifestyles and local communities—maximizing the power of sports to help create a better future together.

In recent years, the role of sports has become increasingly diverse, driven by growing health consciousness and the integration of exercise into daily life.
In response, our Group has advanced community-based store development by revitalizing specialty formats and transforming business models.
By strengthening coordination across product development, supply, and sales functions, we have worked to provide products and services tailored to each customer’s unique needs.

We are also accelerating the integration of e-commerce and physical stores to enhance our omni-channel strategy. By creating a more convenient and comfortable shopping experience, we are helping expand opportunities for people to incorporate sports into their daily routines.

Our mission is to enrich people’s lives through sports.
To realize this mission, we serve as Sports Navigator®, continuously conveying the excitement, value, and inspiration that sports bring across every customer touchpoint.

In FY2025, amid ongoing external uncertainties, we will focus on three strategic priorities to establish a sustainable earnings base:

・Strategic focus on core businesses
・Optimization of management resources through the reorganization of functional subsidiaries
・Strengthening governance and investing in human capital

As a company committed to delivering inspiration and trust through sports, we will continue to take on new challenges in pursuit of a more fulfilling future for all our stakeholders.

We remain steadfast in our efforts to walk alongside you, and we sincerely appreciate your continued support and encouragement.

Tomoyoshi Morohashi
President



Sports That Move the Hearts

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

When watching sports, I often think:
How many other things can bring people together in such unity, sharing joy, surprise, sorrow, frustration, and tears within a human whirlpool that shakes the stadium?

Why is it that we can unite our feelings with so many people who were born and raised in different environments?
Perhaps the opportunity is sown from the first time we play sports.
The moment you achieve something you couldn't do before, the moment of your personal best.
The moment of victory.
The moment you couldn't quite reach.

By accumulating each of these precious moments, our hearts learn to be moved, growing big and rich.

We believe that the future is bright for a country filled with people who are truly inspired by sports.
We want to bring as many touching experiences to you as we could.
This is the mission of every individual in the XEBIO Group.



NO HEART, NO SPORTS.

To the Future, with Sports

The XEBIO Group was established 60 years ago.
Everyone in the XEBIO Group is 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.

Please refer to the following link for more details▶

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 totally “one and only”.**

The XEBIO Group operates under the management philosophy of creating high-quality human resources, capital, and organizations based on fair competition principles. Through business activities grounded in the "Customer First" policy, we aim to grow together with our customers, shareholders, business partners, and employees, contributing to society as a whole.
We strive to produce the kind of high commodity value our customers desire in sports and fashion merchandise. We endeavor to develop products we are proud to offer, to continuously improve the quality of service at our stores, and to make shopping at our stores a truly enjoyable experience. Through these efforts, we attempt to fulfill our managerial objective of becoming a truly “one and only”.

Aiming for Accelerated Growth
by Shifting Management Values
from Quantity to Quality



Origin of the company name

XECHORISTOS + BIOS

"We continue to lead the next generation as a group that perceives, understands, and shapes the times with an antenna extending infinitely beyond the 'X' in 'XEBIO'.
The origin of our company name declares our societal mission. Its etymology combines Greek roots, foundational to modern languages, as follows:"

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Milestones in Our Evolution

1962
Founded a men's clothing store in Taira, Iwaki City, Fukushima Prefecture.

1973
Established Sun-Suits Co., Ltd. in Iwaki City, Fukushima Prefecture for the purpose of selling men's clothing.



1979
Changed the company name to Sankyo Co., Ltd. and relocated the head office to Koriyama City, Fukushima Prefecture.
Opened the company's first large-scale store themed on fashion and sports in the old Nagasakiya Building in Fukushima City.



1983
Opened "Top Sports Namiki," a suburban sports store, in Koriyama City.

1984
Opened "Sankyo Asaka," a suburban men's store, in Koriyama City.

1985
Opened "Men's Kappa Kuwano," a standalone suburban casual store, in Koriyama City.



1987
Changed the company name to XEBIO Co., Ltd.

1988
Registered over the counter with the Tokyo District Association of the Japan Securities Dealers Association.
Completed new headquarters at 7-35 Asahi 3-chome, Koriyama City, Fukushima Prefecture.

1990
Opened the company's first suburban golf specialty store, "XEBIO Sports Katsuta Store," in Katsuta City, Ibaraki Prefecture (currently Hitachinaka City).

1992
Completed the Motomiya Logistics Center.
Opened the large suburban complex store "Super Sports XEBIO Sendai Izumi Chuo Store" (1,000 tsubo on one floor) in Sendai City, Miyagi Prefecture.

1995
Designated to the First Section of the Tokyo Stock Exchange.

1999
Opened "Super Sports XEBIO Dome Sapporo Tsukisamu Store."



2002
Abolished the "XEBY" business format and integrated into the sports format.

2004
Established XEBIO Business Services Co., Ltd. (currently XEBIO Corporate Co., Ltd.).

2005
Acquired 100% of the shares of Victoria Co., Ltd., making it a subsidiary.



2006
Established XEBIO Card Co., Ltd.

2008
Established XEBIO Navigators Network Co., Ltd.
Acquired the shares of GOLF Partner Co., Ltd. through a public tender offer, making it a subsidiary.



2009
Made GOLF Partner Co., Ltd. a wholly-owned subsidiary through a simplified share exchange.



2010
Opened "Super Sports XEBIO Dome Tsukuba Gakuen Higashi Odori Store," Japan's largest experiential sports mall, in Tsuchiura City, Ibaraki Prefecture.



2011
Established Xross Sports Marketing Co., Ltd.

2012
Opened the first overseas store "Super Sports XEBIO Shanghai Pudong Store" in Shanghai, China.
Opened the second overseas store "Super Sports XEBIO Seoul Uljiro Store" in Seoul, South Korea.

2013
Established NEXAS Co., Ltd. Took over the operations of 23 stores from Takeda Sports Co., Ltd., a comprehensive sports specialty store in Northern Tohoku.

2015
Transitioned to a pure holding company structure. Placed six core companies under XEBIO Holdings Co., Ltd.

2016
Opened Japan's first PGA TOUR authorized golf shop.

2018
Changed the company name of XEBIO Korea Co., Ltd. to GOLF Partner Korea Co., Ltd.

2019
Signed a basic agreement for a business alliance with the Shiratori Group, which operates sporting goods stores in Shizuoka and Kanagawa Prefectures.

2020
Merged XEBIO Insurance Co., Ltd. into XEBIO Card Co., Ltd.
Changed the company name of Kokusai Kanko Co., Ltd. to Cross Alliance Co., Ltd.
Acquired the shares of Tokyo VERDY Co., Ltd., making it a consolidated subsidiary.

2021
Merged Pastel Co., Ltd. into XEBIO Co., Ltd.

2022
Transitioned to the Prime Market from the First Section of the Tokyo Stock Exchange due to the market restructuring.

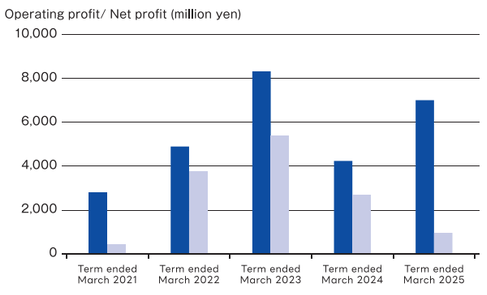
2023
Opened "Super Sports XEBIO Fukuoka Tenjin Store," the largest flagship store in Kyushu, bringing together five group business formats.

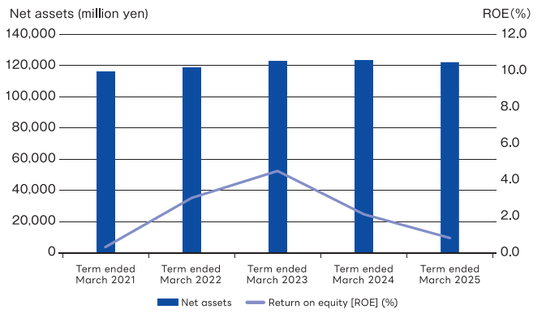


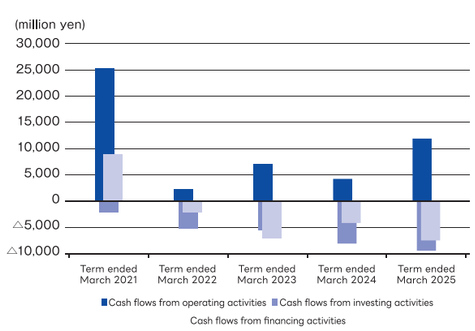
2024
Participated in the new membership and point service "Sports Point."

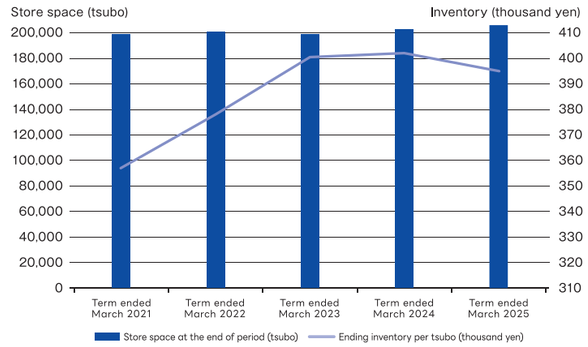
2025
Launched the "Sports Point Card", a group-wide credit card integrated with the Sports Points loyalty program.











Overview of Core Business Segments

Sports Retail Business



The XEBIO Group operates a total of 887 stores across Japan and overseas, offering a comprehensive selection of products ranging from sports to fashion. Through store management tailored to regional characteristics and the diverse needs of customers, we support the realization of healthy and fulfilling lifestyles that bring sports closer to everyday life.

主な業態

- XEBIO Co., Ltd.
- Victoria, Inc.
- GOLF Partner Co., Ltd.
- Victoria Golf
- L-Breath
- Takeda Sports
- NEXAS

Specialty Store Business



We operate specialty stores across diverse fields, offering products and services that leverage expertise in each category. Our approach focuses on providing personalized product recommendations that cater to the unique needs of every customer.

主な業態

- X'tyle
- Double Eagle
- その他
- X'tyle vision
- Xiasis
- VARIETY SHOP

SPORTS POINT

This is a group-wide loyalty point program available across all XEBIO Group stores.

E-Commerce Business

By integrating in-store inventory systems and enhancing convenience through mobile app functionality, we aim to expand customer touchpoints by seamlessly blending physical and digital retail experiences.



Sports Promotion Business

We support the organization of sporting events and competitions, as well as the management and operation of professional sports teams. Through collaboration with local communities, we are committed to promoting sports, developing talent, and generating new value.

- TOKYO VERDY
- CREC BLADES
- FLAT HACHINOHE



Insurance Services

Insurance Services
We offer insurance products designed to cover risks associated with sports activities.

Credit Card Services
In addition to providing group-wide point-enabled cards, we are enhancing convenience through contactless payments and app integration.

Store Network of the XEBIO Group

The XEBIO Group operates approximately 887 stores in Japan and overseas, delivering a diverse range of sporting goods and services tailored to the characteristics and needs of each region. Our aim is to create an environment where everyone can feel closer to sports and enjoy them as part of their daily lives.

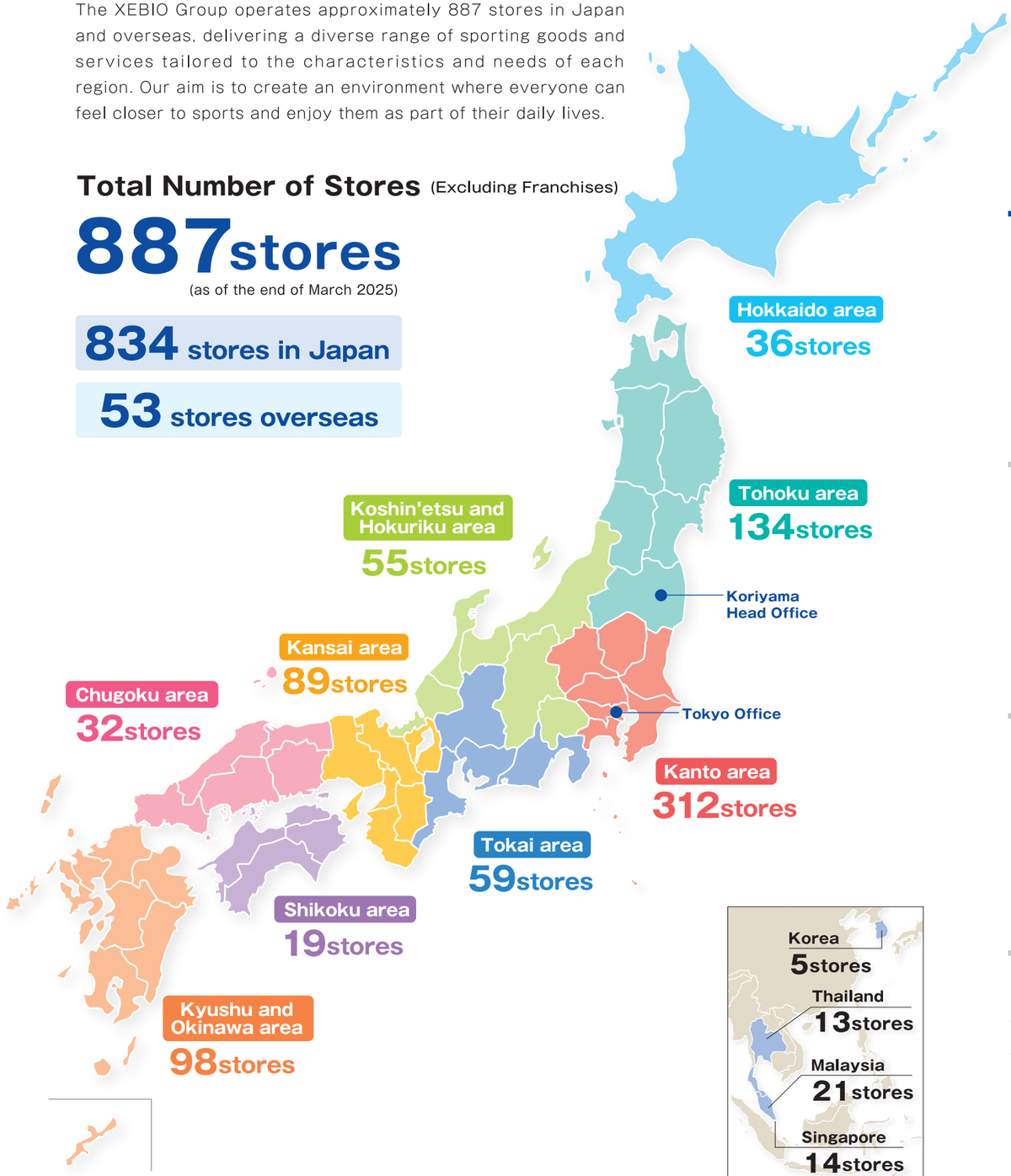
Total Number of Stores (Excluding Franchises)

887stores

(as of the end of March 2025)

834 stores in Japan

53 stores overseas





To 2030 and beyond

Sports have the power to transcend generations, borders and languages, allowing people to share the irreplaceable experience. The XEBIO Group is pursuing three values: "Product Value," "Use Value," and "Emotional Value." By pursuing the opportunities offered by sports and maximizing these values, we aim to help make all of our customers' dreams come true. This vision is our mission.

Harnessing the Power of Sports for the Future

Sports have the power to move people, connect communities, and bring hope for the future. At the XEBIO Group, we believe in this transformative power of sports and see it as our mission to expand its value across society.

Guided by our three core VALUE POINT®—Product Value, Use Value, and Emotional Value—we have continued to provide sport-based experiences that resonate with each customer's lifestyle and life stage.

Today, the ways in which people enjoy sports are becoming increasingly diverse. Sports are no longer limited to competition; they are becoming an accessible, everyday activity for all. At the same time, demographic shifts such as a declining birthrate and aging population, along with changes in living environments, are reshaping the landscape of sports participation.

By responding to these changes with agility and insight, we aim to evolve the way people engage with sports, aligning with social needs while unlocking new possibilities and values.

Looking toward 2030 and beyond, the XEBIO Group will continue to take on the challenge of delivering the power of sports to all generations, regions, and everyday life scenes.

From Transactions to Transformative Experiences

·From Transactions to Transformative Experiences

·XEBIO Group is redefining the customer experience by shifting the role of its stores from mere retail spaces to interactive experience hubs. Our focus is on delivering personalized, emotionally resonant, and trust-based experiences that go beyond the act of purchase.

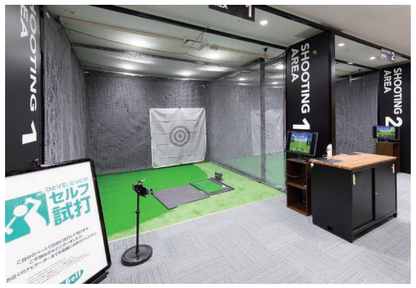
At the forefront of this transformation are our Sports Navigator®—sales professionals equipped with specialized knowledge and practical experience in various sports. They play a central role in assisting customers by recommending products tailored to their purpose of use and skill level. Through a combination of real-world engagements such as fittings, measurements, and trial usage—and expert guidance, we empower customers to make informed, confident purchasing decisions.

In recent years, we have enhanced this experience by introducing high-precision services such as 3D foot scanning and personalized insole recommendations, aiming to elevate the quality of in-store interactions into a core component of our brand experience.

For stores carrying more specialized product lines, we are also innovating in-store layouts—implementing purpose-driven floor plans, cross-brand zones, and sport-specific sections. These improvements create an environment where customers can explore with ease and depth, without hesitation.

These initiatives to enhance both the quality and quantity of customer touchpoints reflect our strategic commitment to transforming the value of shopping itself. By going beyond the product and strengthening trust with our customers, we aim to become a true partner in supporting their sports-oriented lifestyles.











Fostering Sports-Centered Living Rooted in Local Communities

Leveraging its nationwide store network, the XEBIO Group provides products and services tailored to the cultural and athletic environments of each region in Japan. Our operations reflect a commitment to local communities, offering diverse store formats to meet regional needs—such as compact, convenience-focused stores in urban areas and large-format stores emphasizing specialization and experience in suburban settings.

In planning new store openings and managing existing locations, we consider factors such as market characteristics, local sports participation, and the presence of schools and extracurricular sports programs, to optimize product assortments and service offerings on a regional basis.

We also maintain strong community ties by sponsoring local tournaments and events, collaborating with schools, educational institutions, and sports organizations, and supporting local festivities through our store network. Furthermore, select stores serve a broader role as community infrastructure, providing functional support during times of disaster or emergency—demonstrating our social commitment beyond retail.

Looking ahead, we remain dedicated to supporting the vitality and well-being of communities across Japan by standing alongside them—empowering everyday life through the power of sports.





















Embracing Change and Expanding the Possibilities of Sports

The way people engage with sports today goes far beyond just playing—it includes watching, cheering, and sharing experiences with others. As enjoyment styles and modes of engagement diversify, sports have evolved into an integral part of daily life and personal lifestyle.

The XEBIO Group recognizes these shifts in societal awareness and consumer behavior, and we are actively working to redefine the intrinsic value of sports while expanding its potential across multiple dimensions. We go beyond simply selling sporting goods—our initiatives include supporting local club teams, organizing sports events, creating hands-on experiences for children, and collaborating with community facilities. These efforts contribute to expanding sports participation and nurturing the next generation of athletes.

Through our ongoing support for tournaments and sports experience events held throughout Japan, we also play a role in cultivating local sports culture and passing it on to future generations. By promoting regional revitalization, human connection, and mutual trust between companies and society, we strive to create a broad network of values that transcend regions, generations, and fields.

With the vision of realizing a "Nation of Sports," the XEBIO Group is committed to transforming the sports landscape in Japan and fostering a society where everyone is connected through sports and where new forms of communication and relationships can flourish.



Building a Sustainable Organization that Unlocks Individual Potential

At the XEBIO Group, we regard people as the foundation of our company. We are committed to building an organization that supports sustainable growth through both a solid management infrastructure and robust talent development initiatives.
In the area of human resource development, we have introduced programs such as next-generation leadership development, department-specific career paths, and internal recognition systems. These initiatives foster a workplace environment that encourages individual ambition and growth. Regardless of tenure or department, we actively provide opportunities for motivated employees to succeed, based on the belief that unlocking the full potential of everyone enhances our collective organizational drive.
To improve the effectiveness of our systems and initiatives, we have established mechanisms that visualize improvement proposals from the field and support their implementation at the organizational level. By linking these proposals with feedback and evaluation systems throughout the implementation process, we aim to create a virtuous cycle in which ideas are embedded as tangible organizational outcomes.

On the operational side, we have strengthened our management platform through reconstructing of functional companies, promoting cross-functional collaboration and standardization across departments such as human resources, finance, IT systems, and product planning. Additionally, we are improving operational efficiency through shared services, while enhancing enterprise-wide information-sharing systems to enable faster and more flexible decision-making.
To further strengthen cross-departmental collaboration, we have also introduced project-based management structures that address company-wide challenges. These structures allow stores, headquarters, and functional departments to work together to drive effective solutions.
Looking ahead, we will continue to strengthen both the systems and corporate culture that support individual employee growth, and we aim to build a resilient, adaptive organization that enhances long-term corporate value.

Evolving Our Membership Platform to Support a Sports-Centered Lifestyle

The XEBIO Group is working to build a society where people can enjoy sports more freely and seamlessly. As part of this vision, we have been enhancing our group-wide membership infrastructure and loyalty point program.
Two key initiatives at the core of this effort are the launch of "Sports Points" in FY2024 and the introduction of the "Sports Point Card" in FY2025. These programs are designed to deepen customer engagement and enhance convenience across all business units.
By continually developing and integrating these functions, we are establishing a robust foundation that supports and enriches everyday life through sports

Introducing a Unified Loyalty Program Connecting All Services

In March 2024, the XEBIO Group unified its membership and point systems under a single program: "Sports Points." With this integration, customers can now earn and redeem points using a single ID across group brands including Super Sports XEBIO, Victoria, NEXAS, Takeda Sports, Golf Partner, and participating in online stores and services.
This initiative is a key element of our digital strategy, aimed at enhancing customer convenience and establishing a group-wide integrated customer platform.
Beyond functioning as a standard loyalty program, Sports Points also serve as a marketing infrastructure by linking purchase behavior with customer-brand interactions. This enables the delivery of more personalized information and continuous improvement of services based on data-driven insights.

SPORTS POINT

A New Card Experience That Brings Sports Closer to Everyday Life

In February 2025, the XEBIO Group launched the "Sports Point Card", a group-wide payment card integrated with our Sports Points loyalty program. This new card enables customers to earn points through purchases, enjoy seamless payment via contactless technology, and connect effortlessly with our official app and online store, enhancing convenience across a variety of purchasing scenarios.
By bridging in-store and digital experiences, the Sports Point Card provides a unified, cross-channel customer journey, while greatly expanding the ways in which points can be earned and redeemed.
Looking ahead, we will further promote the integration of customer IDs across the Group and optimize service design. Through these efforts, we aim to deliver personalized value and support diverse sports experiences for each customer.

SPORTS POINT Card





Sustainability of the XEBIO Group

Basic Policy

The mission of the XEBIO Group is to contribute to the sustainable development of sport,
to contribute to local communities, and to create a healthy,
fulfilling, and prosperous world where sport is close at hand.
Based on the underlying “XEBIO Philosophy”,
the XEBIO Group will work to realize a "**bright future full of hope**" through sports.

Sustainability Promotion Structure

The XEBIO Group has established the Sustainability Committee (hereinafter referred to as “the Committee”) to formulate annual plans for identifying and addressing significant sustainability-related risks and opportunities, to promote initiatives focused on material issues, to monitor progress, and to verify results.
The Committee is chaired by the Executive Vice President and Executive Officer, and is composed of Corporate Officers of XEBIO Holdings and Corporate Officers of the operating companies. Held twice annually, the Committee conducts progress management based on reports from its subordinate body, the Sustainability Promotion Office, while also serving as a platform for discussions and exchange of ideas to resolve key issues.
The Committee's decisions and activities are reported to the Board of Directors on a semiannual basis. Under the supervision of senior management, these decisions are reflected in the business strategies and action plans of each Group company and department.
Through this promotion framework, the XEBIO Group is advancing sustainability initiatives across the organization with the aim of enhancing corporate value and contributing to the realization of a sustainable society.

Board of Directors of XEBIO Holdings CO., LTD.
Supervising regular reports from the Sustainability Committee and conduct management and monitoring.

Reporting / Supervising

Sustainability Committee
The Sustainability Committee prepares annual plans for identifying and responding to material sustainability-related risks and opportunities, promoting efforts to address key issues, monitoring progress, and confirming performance.

Chairperson: Vice President, Corporate Officer of XEBIO Holdings
Committee members: Corporate Officers of XEBIO Holdings and Corporate Officers of the operating companies

Secretariat

Sustainability Promotion Office
Sustainability Committee Secretariat As the secretariat of the Sustainability Committee, the Sustainability Promotion Office manages the committee, develops the plan items into business activities through each internal organization, and follows up on a regular basis.

Supervising

Business activities

The 5 Materialities—Our Five Most Important Issues

The XEBIO Group has identified five materialities as themes for realizing a sustainable society and is working to resolve these issues through its business activities. These five materialities embody the XEBIO Group's mission "to contribute to the sustainable development of sport, to contribute to local communities, and to create a healthy, fulfilling, and prosperous world where sport is close at hand," and are also an important compass for the "Vision of the XEBIO Group for FY2030."The XEBIO Group aims to realize a sustainable society by identifying and addressing materiality

The 5 materialities—Our Five Most Important Issues	SDGs

Coexistence with Communities

Realizing town development for a prosperous future where people gather together with local residents through stores.



Realization of Healthy and Comfortable Living for Customers

Realizing a well-being lifestyle that satisfies the mind and body of customers for the future



Advancement of Circular Economy

Realizing a sustainable global environment and corporate growth for the future by promoting a circular economy



Management of the Whole Supply Chain

Realizing a sustainable supply chain created together with business partners



Realization of Decarbonized Society

Creating a global environment for the next generation through decarbonized management



Materiality 1
Coexistence with Communities

Support for Career Education

The XEBIO Group is committed to supporting career education with the aim of fostering children's understanding of social and economic systems, while helping them develop the ability to proactively shape their own future. At our stores across Japan, we offer workplace experiences and internship programs for a wide range of students—from elementary, junior high, and high school students to those in vocational schools and universities.

Through these hands-on programs, participants gain insights into what retail business entails and learn the importance of customer service mindsets. From participating in morning meetings to organizing merchandise and conducting cleaning tasks, students come to appreciate the value of work and the many people involved behind the scenes. They also gain an understanding that our stores are not merely sales outlets, but essential infrastructure supporting customers' sports lifestyles.

For students preparing to enter the workforce, we provide opportunities to learn proper business etiquette and the importance of communication skills. These programs offer valuable knowledge and experiences that help broaden participants' perspectives.

In addition, we actively participate in "Student City" programs—simulated cities and retail environments that offer students practical work experiences. In FY2025, approximately 3,000 students participated in such programs held in three locations: Shinagawa Ward (Tokyo), Sendai City (Miyagi), and Iwaki City (Fukushima).

Looking ahead, the XEBIO Group will continue to reinvest its human resources, expertise, and know-how into local communities, contributing to the development of the next generation of leaders through career education and related initiatives.

TOPICS \First time in Koriyama City!/

Participation in "Out of KidZania in Koriyama 2024"



We conducted a career experience program for approximately 40 children, designed around the theme of "The Role of a Sports Navigator." Through hands-on training in customer service for athletic footwear, the program introduced participants to the appeal and value of working in the sports retail industry.

Industry-Government-Academia Collaboration

The XEBIO Group actively promotes collaboration among industry, government, and academia to address regional issues and foster the development of future talent. Through initiatives such as joint research projects with universities, the establishment of endowed courses, and the organization of industry-academia collaboration events, we provide students with hands-on learning opportunities while contributing new knowledge and technologies back to local communities.

We also support career education and accept student interns in partnership with local governments and businesses, thereby helping to nurture young talent and promote regional human resource retention.

Looking ahead, the XEBIO Group will continue to offer educational opportunities within local communities and work collaboratively with academic institutions and government bodies to deepen partnerships that support regional revitalization and address local challenges.

■Key Initiatives

Collaboration with Local Communities

Sendai City:	Signed a partnership agreement aimed at revitalizing the city through the promotion of sports.
Utsunomiya City:	Entered into a collaborative agreement among industry, government, and academia to promote community and human development through sports.

Collaboration with Universities

University of Tsukuba:	Engaged in joint research projects.
Keio University:	Hosted an endowed course titled "Regional Revitalization through Sports."
SOAS, University of London:	Organized the "Business Art Mindset Course" for working professionals.



"Business Art Mindset Course 2024" held for working professionals



Endowed course at Keio University: "Regional Revitalization through Sports"

Materiality 2
Realization of Healthy and Comfortable Living for Customers

Promotion of Regional Development Activities through Sports

The XEBIO Group empowers customers to lead healthier and more fulfilling lifestyles through the support of knowledgeable "Sports Navigators" who specialize in athletic and wellness-related expertise. We implement a variety of programs across Japan, including mobile events featuring state-of-the-art foot measurement technology, community-based walking initiatives, and sports experience workshops for parents and children. These initiatives are designed to provide opportunities for all individuals to experience the joy of playing, the excitement of watching, and the reward of supporting sports.

In addition, we actively support the management and operation of locally rooted sports clubs, contributing to the growth of professional teams, youth development programs, and the cultivation of regional sports culture.

Through these efforts, we aim to build an inclusive society where people of all ages, backgrounds, and abilities can engage in sports and enjoy them together in a mutually supportive environment.

By creating opportunities to learn about, experience, and engage with sports, we encourage children to develop initiative and decision-making skills, while offering adults chances for new challenges and community participation. These experiences support a lifetime of well-being and active living through sports.

Looking ahead, the XEBIO Group remains committed to leveraging the power of sports to contribute to sustainable community development and the nurturing of future generations.



Multi-Sport Experience Event for Families Supported by the NPO Kidsdoor

Tokyo Verdy Initiatives

Supporting the Transition of School Club Activities to Community-Based Programs

The Tokyo Verdy Club is actively engaged in "Hino Spo!", a community-based sports initiative launched as part of Hino City's reform of school extracurricular activities. Through this program, the club offers coaching in volleyball and 3x3 basketball, while also providing participants with opportunities to attend home games and practice matches.

By using local junior high schools as activity bases, the program delivers genuine sports experiences that transcend traditional school boundaries.



Invitation to Attend the V.LEAGUE EAST MEN Hino Tournament (Volleyball)

Tohoku Free Blades Initiatives

Fostering Civic Pride

Tohoku Free Blades, a professional ice hockey team primarily based in Hachinohe City, Aomori Prefecture and other locations, engages in regional contribution activities through its community outreach program "TSR." These initiatives include offering skating and gymnastics classes for local children.

By fostering stronger connections with the community through activities that showcase the value and excitement of sports, the team actively supports youth development and promotes civic pride among residents.





Kindergarten Visit



"flat Karada-Zukuri" (Wellness Through Movement) Event

Materiality3
Advancement of Circular Economy

Promotion of Reuse of Golf Clubs ➡ Circularity

The overall reuse market expanded to 3,122.7 billion yen in 2023, with the sports and leisure equipment segment is estimated at 125.8 billion yen and the used golf store sales market at approximately 50.7 billion yen. [Reuse Market Data Book 2024, 2024 edition of the Golf Industry White Paper (Yano Research Institute Ltd.)]
The overall market continues to grow as more consumers opt for used products against the backdrop of the spread of EC platforms.
In this environment, Golf Partner leads the industry with an overwhelming share of over 50% in the used golf club market. By purchasing 1.53 million used golf clubs per year and selling 1.51 million to new users, we are working to create a recycling-oriented society that balances the environment and the economy through our reuse business.
In addition, in order for customers to sell or purchase golf clubs with peace of mind, Golf Partner has introduced its own in-house qualification system, the "Used Club Advisor," and has developed a precise assessment system by professional staff at all of its stores. Our expert navigators thoroughly assess authenticity to support a high quality and secure transaction environment.
Through this golf equipment reuse business, we will contribute to the reduction of environmental impact and the realization of a sustainable, recycling-oriented society.

TOPICS Celebrating Over 200,000 New Golfers!

"Hajimete no Golf Club" Project



At Golf Partner Co., Ltd., we run the "Hajimete no Golf Club" project, an initiative where pre-owned golf clubs purchased from customers are gifted—one per person—to individuals who are just starting out in golf. This program has helped welcome over 200,000 new golfers to the sport.
Guided by our belief that "golf should be accessible and enjoyable for everyone," we remain committed to creating a welcoming environment where anyone can experience the fun and appeal of golf.

Adoption of Environmentally Friendly Packaging Materials

The XEBIO Group's lifestyle brand "ELKEX" is actively transitioning to environmentally conscious materials for its packaging and labeling components, with a focus on resource circulation, plastic reduction, and CO_2 emissions reduction.
For example, FSC-certified paper, which verifies responsible forest management, is used for hang tags, and materials that decompose naturally in soil after use are adopted. Attachments are made from biodegradable resin derived from plant-based starch, while care labels utilize recycled polyester. These efforts reflect our commitment to promoting the effective use of resources and advancing sustainable product practices.

ELKEX

Main Packaging Materials

Brand Hang Tags

Sustainability Initiatives

The main tag is made from paper materials that are biodegradable and return to the soil after use. The paper is certified by FSC® (Forest Stewardship Council®), an international certification system that promotes responsible forest management and conservation.



Main Packaging Materials

Locks

Sustainability Initiatives

The attachment component uses bio-based resin derived from plant starches such as corn and potatoes. Additionally, the string is made from paper yarn, making the entire tag assembly compostable. These efforts contribute to plastic reduction and lower CO_2 emissions, aligning with our commitment to environmental sustainability.

Materiality4
Management of the Whole Supply Chain

Building a Sustainable Supply Chain

The XEBIO Group is committed to reducing environmental impact while enhancing operational efficiency throughout its entire supply chain. A variety of initiatives are being implemented to support this goal.
At our logistics centers, we have introduced reusable, foldable sorting containers (commonly known as "Oricon") for shipping operations. This initiative has enabled us to reduce the use of cardboard by the equivalent of approximately 1.7 million boxes annually.
With the growing volume of logistics associated with the expansion of e-commerce, the use of packaging materials has also increased to ensure safe and secure product delivery. In light of the escalating issue of plastic pollution, the XEBIO Group has adopted air cushioning made from recycled polyethylene as part of its environmentally conscious efforts. This contributes to reducing plastic consumption and promoting resource circulation.
Internally, we are also advancing paperless operations by transitioning various applications, approval, and document storage processes to a centralized digital system. In the Human Resources department, nearly all applications have shifted to electronic submission—except where paper documentation is legally required by local municipalities.
For the limited paper waste that does arise, we partner with recycling companies to ensure the reuse of paper resources, thereby further promoting sustainability within our operations.



The XEBIO Motomiya Logistics Center
(Motomiya City, Fukushima Prefecture)

Commitment to Product Quality Control and Safety

The XEBIO Group has established and operates "the XEBIO Group Apparel and Fashion Product Quality Management Guidelines" with the aim of providing products that customers can use with peace of mind.

❶Inspection Items

Based on the XEBIO Group's quality standards, we conduct fabric inspections including functional aspects such as "color fastness" and "physical properties," as well as product inspections such as "wash resistance (dry resistance)," and determine handling feasibility based on pass/fail criteria.
Additionally, if it is deemed necessary to confirm items other than required test items, we specify and verify inspection items and methods separately.



❷Safety Management and Environmental Considerations

Regarding harmful substances affecting the human body, we comply with various laws and regulations stipulated by the Ministry of Health, Labour and Welfare, and appropriately manage substances prohibited or restricted in raw materials, processing agents, dyes, etc.
Furthermore, to eliminate the inclusion of hazardous substances harmful to the human body, we thoroughly manage metal hazards such as needles in production facilities and confirm the needle detection system. For the XEBIO Group developed products, third-party inspection and needle detection are mandatory.



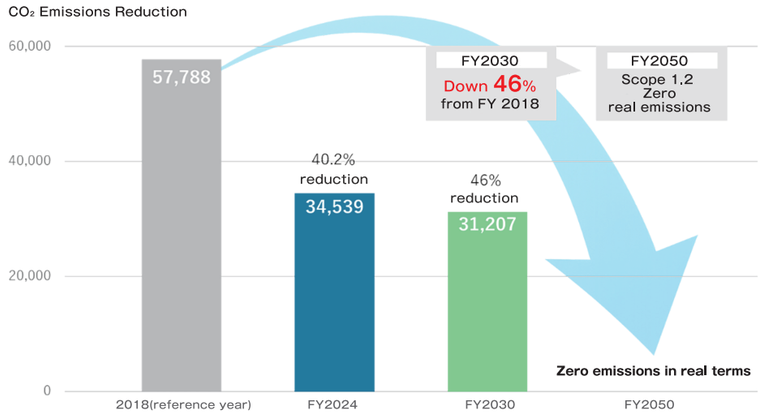
Materiality5

Realization of Decarbonized Society

CO_2 Emissions Reduction Targets and Progress

The XEBIO Group has set a target to reduce CO_2 emissions from its business operations by approximately 46% by FY2030, compared to FY2018 levels, and aims to achieve carbon neutrality (net-zero emissions) by FY2050.
As of FY2024, the company achieved a 40.2% reduction in Scope 1 and 2 emissions compared to the FY2018 baseline.

As part of these efforts, on-site solar power generation systems have been installed at two Super Sports XEBIO stores to promote renewable energy use.
The Group remains committed to advancing initiatives that reduce the environmental impact across all areas of its business operations.







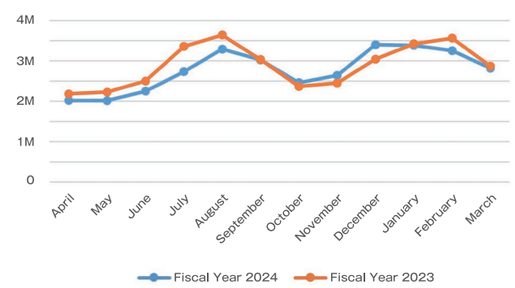
nstallation of On-Site Solar Power Generation Systems
(Super Sports XEBIO Seven Park Ario Kashiwa Store/ Natori Store)

※The total value is for the main operating companies: XEBIO Co., Ltd., Victoria Co., Ltd., and GOLF Partner Co., Ltd.
※The results are only for emissions calculated from electricity usage in business activities.

Reduction of Electricity Usage through LED Lighting in Stores

Since 2011, the XEBIO Group has been promoting the use of LED lighting in its stores. By reducing and conserving the electricity used in store operations, we aim to create a more environmentally conscious store management system and achieve sustainable business development. We will continue to work towards the realization of a decarbonized society.

XEBIO Co., Ltd. Annual Comparison of Electricity Consumption in kWh/month



Current Progress (as of March 31, 2025)

- XEBIO Co., Ltd. Started LED conversion: 2011
  Number of stores: 176 out of 177 stores have converted to LED lighting
- Victoria Co., Ltd.Started LED conversion: 2012
  LED Lighting Installation Completed Across All Store Sales Floors
- GOLF Partner Co., Ltd.Started LED conversion: 2015
  Number of stores: 220 out of 233 stores have converted to LED lighting
- XEBIO Reduction Example (excluding stores within shopping centers, based on standalone store results)
  【Annual Electricity Consumption】Fiscal Year 2013: 40,749,566 kWh、Fiscal Year 2024: 33,287,008 kWh、Reduction: Approximately 18%

Hosting the Koshigaya Lake Town Running Event

As part of its regional contribution initiatives, Victoria Co., Ltd., a XEBIO Group company, organizes the Koshigaya Lake Town Running event. This event promotes the importance of maintaining an active lifestyle and regular exercise habits through running, while also fostering interaction among participants and encouraging the development of a vibrant local community.
In addition, the event serves as an opportunity to showcase the appeal of Koshigaya city, where urban living and rich natural surroundings coexist harmoniously—to both residents and visitors. It also contributes to tourism promotion and the enhancement of the local brand image.
Going forward, the XEBIO Group remains committed to supporting sustainable community development through sports; by continuing to organize inclusive events that participants of all ages can enjoy with confidence.







Participation in the Mt. Fuji Cleanup Project

Since joining the Japan Reuse Industry Association, Golf Partner Co., Ltd. has continuously participated in the association's flagship initiative, the Mt. Fuji Cleanup Project. Each year, approximately ten of the company's "navigators" take part in cleanup activities along the Fujikawa river mouth coastline in Gokan Island, Fuji City, Shizuoka Prefecture, contributing to both environmental conservation and community engagement.



Utilizing the Corporate Version of Furusato Nozei

The XEBIO Group is actively contributing to regional revitalization through Japan's Corporate Hometown Tax Program (Chiho Sousei Ouen Zeisei). In support of Aizuwakamatsu City's Third Phase Comprehensive Strategy for Community, People, and Work Creation, we are assisting initiatives aimed at fostering new population flows that reflect the unique characteristics of the region and enhancing regional value.
Through these efforts, we strive to build a sustainable and inclusive relationship with local communities.



Hosting "USF / TOUCH THE SPORTS! 2024"

Xross Sports Marketing Co., Ltd. organized "TOUCH THE SPORTS!" as a collaborative initiative involving partnerships across the public, private, academic, and civic sectors.
The event aims to foster youth development and the promotion of sports culture.
Held at the XEBIO Arena Sendai, the event provided children with hands-on experiences across a wide range of sports, including basketball, baseball, soccer, rugby, boccia, e-sports, and dance. Through these diverse programs, participants were encouraged to discover the joy of physical activity and the importance of fundamental movement skills.
Moving forward, we will continue to collaborate with local educational institutions, governments, sports organizations, and corporate partners to promote social contribution and the growth of future generations through sport.





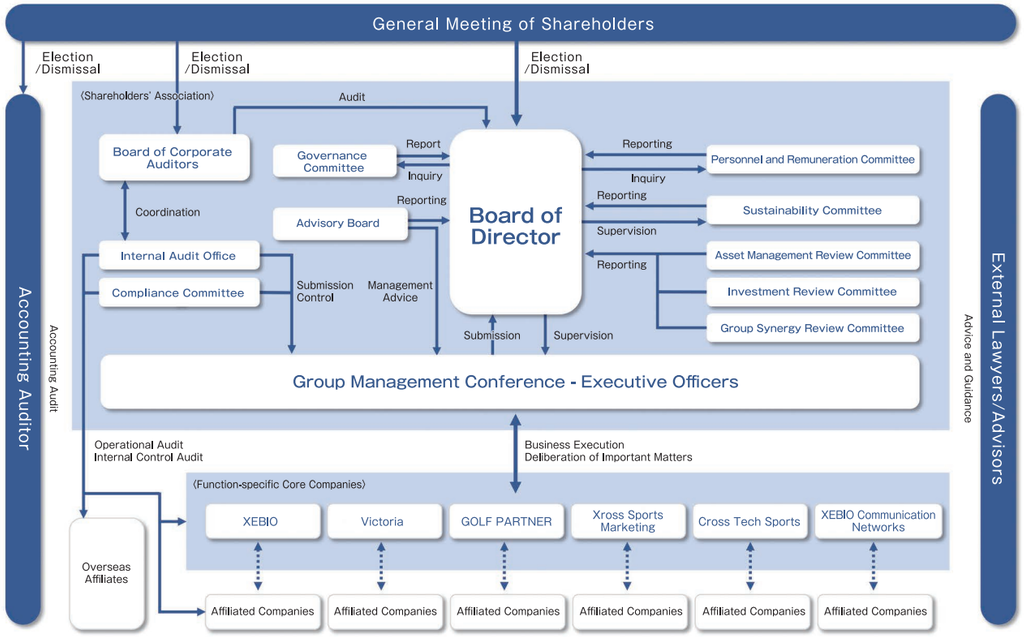


Basic Philosophy Concerning Corporate Governance

The XEBIO Group recognizes that corporate governance is a key management issue and a mechanism to ensure oversight of corporate activities. In a rapidly changing, globalized environment, it is essential for sustaining and enhancing corporate value.
To ensure transparency, compliance, and accountability, the XEBIO Group has established a system of mutual oversight among the President, Directors, and Corporate Auditors, and has appointed External Directors and External Corporate Auditors.
To further secure management neutrality and protect general shareholders, two external officers have been designated as independent directors and auditors.
The XEBIO Group will continue to reform its management structure and strengthen corporate governance.

Status of Risk Management System

The XEBIO Group's risk management system includes regular audits of financial matters by accounting auditors and external corporate auditors, and legal matters are addressed through guidance and advice from external legal counsel. The XEBIO Group also focuses on establishing internal systems to ensure thorough compliance with laws, internal rules, and ethical standards by all officers and employees.



Overview of the XEBIO Group's Governance Structure

Management Supervision and Execution System

Board Meeting and Operating Officer System

The Board of Directors comprises six directors.

The XEBIO Group has established a Board of Directors composed of six directors, including three external directors. In order to separate the supervisory and executive functions, facilitate swift decision-making, and clarify responsibilities, the XEBIO Group has introduced an executive officer system. Executive officers are primarily appointed from among the presidents of core subsidiaries. The Group Management Conference, composed of the Representative Director and executive officers, deliberates on important matters related to the XEBIO Group's basic management policies. The term of office for directors is set at one year.

Board of Corporate Auditors

The Board of Corporate Auditors comprises three auditors.

The XEBIO Group has adopted a corporate auditor system and has established a Board of Corporate Auditors composed of one full-time auditor and two external auditors. The Board of Corporate Auditors monitors and supervises the execution of duties by directors. In addition to holding monthly reporting meetings with the Internal Audit Office, the XEBIO Group also collaborates with Deloitte Touche Tohmatsu LLC, the accounting auditor. Through regular information sharing among the three parties, efforts are made to enhance the effectiveness and efficiency of audits.

Governance Functions of Committees and Advisory Bodies

Governance Committee

An advisory body composed of the president, external directors, and external auditors, which facilitates effective discussions on key matters related to the Group's sustainable growth and long-term corporate value.

Compliance Committee

Oversee compliance organizations across Group companies, sharing case information and providing guidance to enhance compliance throughout the Group.

Personnel and Compensation Committee

A voluntary advisory body with a majority of independent external directors, aimed at ensuring the independence, objectivity, and accountability of the Board in matters such as director nominations and compensation.

Sustainability Committee

The Sustainability Committee, voluntarily established directly under the Board of Directors, addresses sustainability-related issues as a key management priority. Important matters are resolved by the Board to further promote these efforts.

Various Review Meetings

Committees such as the Investment Review, Asset Management Review, and Group Synergy Review function to examine and assess key matters before submission to the Board of Directors.

Internal Audit Office

Conducts audits of operations and internal controls within Group companies, working with auditors to reinforce risk management and compliance.

Advisory Board

An advisory body to the president composed of external experts with diverse knowledge, providing evaluations and strategic recommendations while promoting diversity in management.



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. All officers and employees are expected to act with a strong sense of ethics and responsibility. The XEBIO Group promotes compliance management throughout the organization to remain a trusted corporate entity in society.

Compliance Promotion Framework

The XEBIO Group has established a Compliance Committee to oversee and promote compliance initiatives across the organization. The Committee supervises the compliance promotion functions established at each Group company, monitors their activities, provides guidance, and facilitates the sharing of case examples. Through these efforts, it aims to raise compliance awareness throughout the Group. The Committee also works to identify risks at an early stage and prevent them before they materialize, while continuously improving systems to build a more effective compliance framework.

Compliance Regulations and Basic Policy

The XEBIO Group has established the "Compliance Regulations," which define the basic organizational and specific measures for ensuring compliance, to enforce legal and regulatory adherence across the organization. These regulations not only mandate compliance with laws and social norms but also serve as the foundation for ethical decision-making and conduct. The objective is to achieve sincere and transparent corporate management. Each department also works to establish voluntary compliance systems based on this policy.

Education and Awareness Activities

The XEBIO Group regularly conducts training programs to raise compliance awareness among all officers and employees. These include seminars on topics such as the Antimonopoly Act, the Subcontract Act, and intellectual property rights (including the Trademark Act, the Patent Act, and the Act against Unjustifiable Premiums and Misleading Representations). In addition, self-directed learning opportunities are provided through e-learning. These initiatives are designed to support the implementation of legal compliance in day-to-day business operations and to enhance employees' understanding and practical capabilities through continuous education.

Internal Reporting System

The XEBIO Group has established an internal reporting system to facilitate the early detection and correction of legal violations and misconduct. This system allows employees and other stakeholders to report or consult on such matters, including anonymously, and includes measures to protect whistleblowers from any disadvantage or retaliation by safeguarding their privacy and safety. All reports are promptly investigated and addressed, and preventive measures are implemented as necessary. By creating an environment in which employees can speak up with confidence, the XEBIO Group strives to maintain a healthy workplace culture and strengthen its compliance management.

Information Protection and Customer Response Policy

The XEBIO Group considers the appropriate protection of customers' personal information and confidential business information to be a vital responsibility. We have established and implemented strict information management rules. Employees receive training in information security, and systems are in place to prevent information leaks. We also respond sincerely to customer inquiries and feedback, striving to maintain and enhance trust-based relationships.

Directors & Corporate Auditors

(As of June 27, 2025)



President
Tomoyoshi Morohashi



Director
Takeshi Kitazawa



Director
Tsuyoshi Fujisawa



External Director *1
Tamotsu Iwamoto



External Director *1
Tomoko Sumida



External Director *1
Rintaro Shinohara



Full-time Corporate Auditor
Yuuichi Hoshikawa



External Corporate Auditor *2
Mikio Koyano



External Corporate Auditor *2
Shoichi Mukaiyachi

*1 External director as stipulated in Article 2 Paragraph 15 of the Companies Act
*2 External corporate auditor as stipulated in Article 2 Paragraph 16 of the Companies Act

Corporate Officers

(As of June 27, 2025)



Vice President, Corporate Officer and President of Xross Sports Marketing Co., Ltd.
Takaaki Nakamura



Vice President, Corporate Officer and President of Xebio Communication Networks Co., Ltd.
Keita Shimanuki



Vice President, Corporate Officer and President and Executive Fellow of Sports Science Research Institute Co., Ltd.
Yasushi Konno



Corporate Officer and President of Golf Partner Co., Ltd.
Junya Ishida



Corporate Officer and President of Victoria Co., Ltd.
Yuya Nakamura



Corporate Officer and President of Cross Teach Sports Co., Ltd.
Hiroyuki Murai



Corporate Officer and Vice President of Xebio Corporate Co., Ltd.
Kazuhiko Nakamura

Consolidated balance sheets

(Millions of yen)

	As of March 31, 2024	As of March 31, 2025
Assets		
Current assets		
Cash and deposits	24,941	19,855
Notes and accounts receivable - trade	22,584	20,554
Operating loans	809	699
Merchandise	82,943	81,540
Income taxes refund receivable	239	54
Other	8,850	8,614
Allowance for doubtful accounts	△399	△591
Total current assets	139,969	130,727
Non-current assets		
Property, plant and equipment		
Buildings and structures	53,162	55,747
Accumulated depreciation	△38,614	△40,429
Buildings and structures, net	14,547	15,318
Land	14,066	14,564
Leased assets	6,072	6,148
Accumulated depreciation	△2,308	△2,774
Leased assets, net	3,763	3,374
Construction in progress	199	1,763
Other	24,264	24,294
Accumulated depreciation	△20,302	△20,004
Other, net	3,961	4,290
Total property, plant and equipment	36,539	39,310
Intangible assets		
Goodwill	44	24
Software	5,659	6,316
Other	2,500	2,384
Total intangible assets	8,203	8,725
Investments and other assets		
Investment securities	2,521	2,733
Long-term loans receivable	6	0
Deferred tax assets	3,792	3,838
Guarantee deposits	1,267	1,118
Leasehold deposits	13,972	14,236
Investment property	3,119	2,207
Accumulated depreciation	△1,305	△594
Investment property, net	1,813	1,613
Retirement benefit asset	1,055	1,266
Other	549	525
Allowance for doubtful accounts	△161	△135
Total investments and other assets	24,818	25,196
Total non-current assets	69,561	73,231
Total assets	209,530	203,959

(Millions of yen)

	As of March 31, 2024	As of March 31, 2025
Liabilities		
Current liabilities		
Notes and accounts payable - trade	17,535	16,264
Electronically recorded obligations - operating	32,966	30,128
Short-term borrowings	700	500
Current portion of long-term borrowings	1,838	967
Income taxes payable	547	2,188
Provision for bonuses	1,319	1,253
Provision for bonuses for directors (and other officers)	15	15
Provision for point card certificates	170	130
Other	15,467	15,121
Total current liabilities	70,559	66,568
Non-current liabilities		
Long-term borrowings	2,936	1,982
Lease liabilities	4,479	3,917
Retirement benefit liability	842	770
Provision for retirement benefits for directors (and other officers)	59	59
Asset retirement obligations	4,991	8,040
Other	847	489
Total non-current liabilities	14,157	15,259
Total liabilities	84,717	81,827
Net assets		
Shareholders' equity		
Share capital	15,935	15,935
Capital surplus	16,119	16,106
Retained earnings	97,765	97,427
Treasury shares	△6,498	△9,511
Total shareholders' equity	123,321	119,958
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	442	617
Foreign currency translation adjustment	△32	259
Remeasurements of defined benefit plans	337	489
Total accumulated other comprehensive income	748	1,366
Share acquisition rights	381	395
Non-controlling interests	361	411
Total net assets	124,813	122,131
Total liabilities and net assets	209,530	203,959

Consolidated statements of income

	Fiscal year ended March 31, 2024	Fiscal year ended March 31, 2025
Net sales	242,433	250,603
Cost of sales	149,546	152,931
Gross profit	92,887	97,671
Selling, general and administrative expenses	88,682	90,665
Operating profit	4,204	7,006
Non-operating income		
Interest income	84	15
Dividend income	14	24
Rental income from real estate	747	586
Foreign exchange gains	555	197
Outsourcing service income	389	575
Subsidy income	13	—
Other	427	406
Total non-operating income	2,232	1,805
Non-operating expenses		
Interest expenses	104	105
Rental expenses on real estate	453	434
Commission expenses	321	473
Other	151	180
Total non-operating expenses	1,031	1,194
Ordinary profit	5,405	7,618
Extraordinary income		
Gain on sale of non-current assets	2	5
Insurance claim income	40	96
Compensation income relating store relocation	45	—
Gain on reversal of share acquisition rights	0	35
Gain on sale of investment securities	4	45
Distributions of profit or loss on silent partnerships	—	299
Total extraordinary income	93	482
Extraordinary losses		
Loss on retirement of non-current assets	30	151
Loss on sale of non-current assets	0	15
Impairment losses	694	3,689
Loss on disaster	105	11
Loss on store closings	25	—
Loss on cancellation of rental contracts	14	53
Loss on cancellation of leases	—	1
Loss on valuation of investment securities	—	500
Loss on point system	106	—
Loss on sale of businesses	—	97
loss on foreign currency translation adjustment	—	158
Extra retirement payments	—	344
Total extraordinary losses	977	5,023
Profit before income taxes	4,521	3,077
Income taxes - current	1,434	2,279
Income taxes - deferred	355	△181
Total income taxes	1,789	2,098
Profit	2,731	979
Profit attributable to non-controlling interests	139	8
Profit attributable to owners of parent	2,592	971

Consolidated statements of cash flows

(Millions of yen)

	Fiscal year ended March 31, 2024	Fiscal year ended March 31, 2025
Cash flows from operating activities		
Profit before income taxes	4,521	3,077
Depreciation	4,806	5,909
Impairment losses	694	3,689
Amortization of goodwill	286	21
Increase (decrease) in allowance for doubtful accounts	△46	166
Increase (decrease) in provision for bonuses	19	△65
Increase (decrease) in provision for point card certificates	91	△39
Increase (decrease) in contract liabilities	△132	32
Increase (decrease) in retirement benefit liability	△20	△72
Decrease (increase) in retirement benefit asset	△952	△210
Interest and dividend income	△99	△40
Interest expenses	104	105
Insurance claim income	△40	△96
Subsidy income	△13	—
Gain on sale of non-current assets	△2	△5
Gain on reversal of share acquisition rights	△0	△35
Loss (gain) on valuation of investment securities	—	500
Loss (gain) on sale of investment securities	△4	△45
Loss on retirement of non-current assets	30	151
Loss on sale of non-current assets	0	15
Loss on disaster	105	11
Loss on store closings	25	—
Loss on cancellation of rental contracts	14	53
Compensation income relating store relocation	△45	—
Loss on point system	106	—
Distribution of profit or loss silent partnerships	—	△299
Loss on foreign currency translation adjustment	—	158
Extra retirement payments	—	344
Loss (gain) on sale of businesses	—	97
Decrease (increase) in trade receivables	963	2,174
Decrease (increase) in operating loans receivable	69	109
Decrease (increase) in inventories	△2,037	1,593
Increase (decrease) in trade payables	△2,026	△4,177
Increase (decrease) in accounts payable - other	864	△918
Increase (decrease) in accrued consumption taxes	△131	677
Other, net	△521	△401
Subtotal	6,629	12,483
Interest and dividends received	99	40
Interest paid	△75	△106
Income taxes paid	△2,635	△696
Income taxes refund	157	239
Proceeds from insurance income	40	96
Subsidies received	13	—
Proceeds from compensation for forced relocation	45	—
Net cash provided by (used in) operating activities	4,274	12,057
Cash flows from investing activities		
Purchase of property, plant and equipment	△4,325	△6,708
Proceeds from sale of property, plant and equipment	14	103
Payments for retirement of property, plant and equipment	△1	△35
Purchase of intangible assets	△2,807	△2,175
Purchase of long-term prepaid expenses	△112	△168
Purchase of investment securities	△1,193	△455
Proceeds from sale of investment securities	17	63
Payments of leasehold and guarantee deposits	△876	△972
Proceeds from refund of leasehold and guarantee deposits	1,157	852
Refund of guarantee deposits received	△19	△56
Guarantee deposits received	31	30
Proceeds from share of profits on investments in capital	—	26
Purchase of shares of subsidiaries resulting in change in scope of consolidation	—	△8
Other, net	74	△95
Net cash provided by (used in) investing activities	△8,041	△9,598
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	△100	△200
Repayments of long-term borrowings	△1,836	△1,836
Repayments of lease liabilities	△864	△1,154
Purchase of treasury shares	△0	△3,056
Proceeds from exercise of employee share options	—	25
Dividends paid	△1,336	△1,309
Net cash provided by (used in) financing activities	△4,138	△7,531
Effect of exchange rate change on cash and cash equivalents	△43	△33
Net increase (decrease) in cash and cash equivalents	△7,949	△5,106
Cash and cash equivalents at beginning of period	32,890	24,941
Increase in cash and cash equivalents resulting from inclusion of subsidiaries in consolidation	—	20
Cash and cash equivalents at end of period	24,941	19,855

(Millions of yen)

Consolidated statements of comprehensive income

	Fiscal year ended March 31, 2024	Fiscal year ended March 31, 2025
Profit	2,731	979
Other comprehensive income		
Valuation difference on available-for-sale securities	257	174
Foreign currency translation adjustment	△209	333
Remeasurements of defined benefit plans, net of tax	753	151
Total other comprehensive income	800	659
Comprehensive income	3,531	1,639
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	3,372	1,589
Comprehensive income attributable to non-controlling interests	158	49

Company Profile

XEBIO HOLDINGS

Company Name	XEBIO Holdings Co., Ltd.
Head Office	3-7-35 Asahi, Koriyama City, Fukushima Prefecture, Japan
Phone Number	+81-24-938-1111 (main line)
Representative	Tomoyoshi Morohashi, President and Representative Director
Tokyo Office	Nishikicho Trad Square, 3-20 Kanda Nishikicho, Chiyoda-ku, Tokyo
Founded	December 1962
Incorporated	July 5, 1973
Capital	15,935 million yen
Business Activities	Management and administration of group companies and related operations Note: The figure excludes 5,485 part-time and temporary staff, based on an 8-hour workday conversion.
Fiscal Year-End	March 31
Number of Employees	2,485 (as of March 31, 2025)
Stock Exchange Listing	Tokyo Stock Exchange, Prime Market (Stock Code: 8281)
URL	https://www.xebio.co.jp/ja/

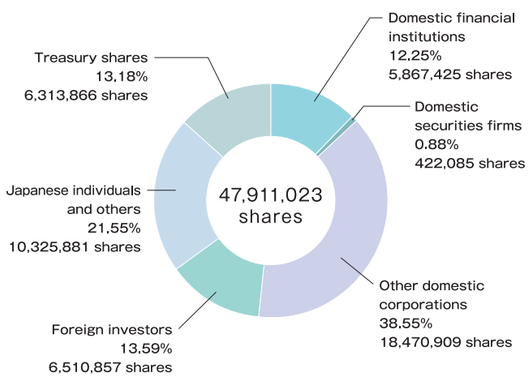
Stock Information (as of March 31, 2025)

Total number of authorized shares	135,000,000
Total number of issued shares	47,911,023
Number of shareholders	44,115

Major Shareholders

Name	Number of shares held (shares)	Ratio of shareholding (%)
Sanbic Co., Ltd.	8,252,605	19.8
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)	3,643,700	8.8
Teruko Morohashi	1,392,364	3.3
STATE STREET BANK AND TRUST COMPANY 505001	1,179,142	2.8
Tomoyoshi Morohashi	1,174,050	2.8
Custody Bank of Japan, Ltd. (Trust Account)	1,075,300	2.6
RHB LLC	900,897	2.2
XEBIO Group Employee Shareholding Association	475,520	1.1

Distribution of shareholders



Our company owns 6,313,866 treasury shares , but is excluded from the above list of major shareholders.In addition, the ratio of shareholding is calculated after deducting the treasury shares.
The number of shares held by the trust companies includes the shares for conducting their activities.

Core company

XEBIO

Trade Name	XEBIO Co., Ltd.
Head Office	3-7-35 Asahi, Koriyama, Fukushima 963-8024, Japan
Tokyo Office	Nishikicho Trad Square 14F, 3-20 Kanda-Nishikicho, Chiyoda-ku, Tokyo 101-0054, Japan
Business	Sales of sporting goods, equipment and apparel.
Phone	+81-24-938-1111
URL	https://www.supersports.co.jp/

XNOS

Trade Name	Xebio Communication Networks Co., Ltd.
Head Office	3-2-24 Asahi, Koriyama, Fukushima 963-8024, Japan
Tokyo Office	Ochanomizu Sanshi building,3-4-2 Kanda-ogawamachi, Chiyoda-ku,Tokyo 101-0052 Japan
Business	Group digital platform and E-commerce management.
Phone	+81-3-5282-7692

GOLF PARTNER

Trade Name	GOLF Partner Co., Ltd.
Head Office	Nishikicho Trad Square 13F,3-20 Kanda-nishikicho, Chiyoda-ku,Tokyo 101-0054 Japan
Business	Purchases and sales of golf goods.
Phone	+81-3-5217-9700
URL	https://www.golfpartner.co.jp/

XSM XROSS SPORTS MARKETING

Trade Name	Xross Sports Marketing Co., Ltd.
Head Office	Nishikicho Trad Square 14F,3-20 Kanda-nishikicho, Chiyoda-ku,Tokyo 101-0054 Japan
Business	Marketing project, research & consulting business, event promotion, and property management.
Phone	+81-3-5282-7655
URL	https://www.xsmktg.com/

Victoria

Trade Name	Victoria Co., Ltd.
Head Office	Nishikicho Trad Square 12F,3-20 Kanda-nishikicho, Chiyoda-ku,Tokyo 101-0054 Japan
Business	Sales of sporting goods.
Phone	+81-3-5282-7700
URL	https://www.victoria.co.jp/

CrossTechSports

Trade Name	Cross Tech Sports Co., Ltd.
Head Office	3-7-35 Asahi, Koriyama, Fukushima 963-8024, Japan
Tokyo Office	Nishikicho Trad Square 2F,3-20 Kanda-nishikicho, Chiyoda-ku,Tokyo 101-0054 Japan
Business	International business and R&D operations.
Phone	+81-3-3294-7351

Main Consolidated subsidiary

XEBIO CARD

Trade Name	Xebio Card Co., Ltd.
Head Office	3-2-24 Asahi, Koriyama, Fukushima 963-8024, Japan
Business	Credit card business

XEBIO CORPORATE

Trade Name	Xebio Corporate Co., Ltd
Head Office	3-7-7 Asahi, Koriyama, Fukushima 963-8024, Japan
Tokyo Office	Nishikicho Trad Square 14F, 3-20 Kanda-Nishikicho, Chiyoda-ku,Tokyo 101-0054, Japan
Business	Group corporate operations business.
Phone	+81-24-901-1001

Editorial Policy

This Integrated Report aims to provide a comprehensive overview of both the financial and non-financial information of the XEBIO Holdings Co., Ltd. Group (hereinafter referred to as “the XEBIO Group”), to help a wide range of stakeholders—including shareholders and investors—gain a deeper understanding of the XEBIO Group’s medium- to long-term value creation initiatives.

For more detailed financial information, please refer to the Securities Report. Additional related information is available on our corporate website and other sources.