

## News Release Dated March 31, 2025

Company: Japan System Techniques Co., Ltd.  
Representative: Takeaki Hirabayashi, President and CEO  
Stock code: 4323, Tokyo Stock Exchange, Prime Market  
Contact: Taku Hirabayashi, Director and Senior Officer  
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### Notice of Change in Representative Director and Appointment of New President

Japan System Techniques Co., Ltd. (JAST) announces that its Board of Directors, in response to a report from the Nomination Committee, a voluntary advisory body to the Board of Directors and chaired by an external director, resolved at a meeting held today to make the following change to its representative director.

#### 1. Reason for changes

To further promote the Group's sustainable growth and increase corporate value through the steady implementation of the next long-term vision "JAST VISION 2035," which will begin in April 2025 under a new management structure.

#### 2. Outline of change

Name	New position	Current position
Taku Hirabayashi	President and CEO	Director and Senior Officer
Takeaki Hirabayashi	Director and Chairman	President and CEO

#### 3. Profile of new representative director

Name (Date of birth)	Brief career history	Number of shares held
Taku Hirabayashi (June 7, 1969)	April 1998 Joined JAST April 2017 General Manager, Finance and Accounting Department April 2021 General Manager, Tokyo Administrative Department, Tokyo Administration Division June 2023 Director in charge of Management Planning & Business Administration; and General Manager, Management Planning Department April 2024 Director and Senior Officer in charge of Finance & IR	557,280 shares

#### 4. Scheduled date of change

June 26, 2025