

**News Release Dated June 26, 2025**

Company: Japan System Techniques Co., Ltd.  
Representative: Taku Hirabayashi, President and CEO  
Stock code: 4323, Tokyo Stock Exchange, Prime Market  
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**Notice of Executive Appointments**

In accordance with the resolutions passed at the 53rd Annual General Meeting of Shareholders held on June 26, 2025 and the Board of Directors meeting held after this shareholders meeting, following proposed changes in Directors and Audit & Supervisory Committee members have been implemented at the same date.

1. Directors (excluding Directors who are members of the Audit & Supervisory Committee)

(1) Reappointment

New position	Name	Previous position
President and CEO	Taku Hirabayashi	Director and Senior Officer
Director and Chairman	Takeaki Hirabayashi	President and CEO
Director and Vice President	Hiroaki Ban	Director and Vice President
Director and Executive Officer	Yuji Tsuchiya	Director and Executive Officer
Director and Executive Officer and General Manager of Management Planning Department	Chiharu Muguruma	Director and Executive Officer and General Manager of Management Planning Department
External Director	Toshiyuki Akiba	External Director
External Director	Gao Yongdong	External Director

(2) New appointment

New position	Name	Previous position
External Director	Jiro Yasu	-

2. Substitute Director who is a member of the Audit & Supervisory Committee

(1) New appointment

New position	Name	Previous position
Substitute External Director, Audit & Supervisory Committee member	Ryoji Hirakawa	-