

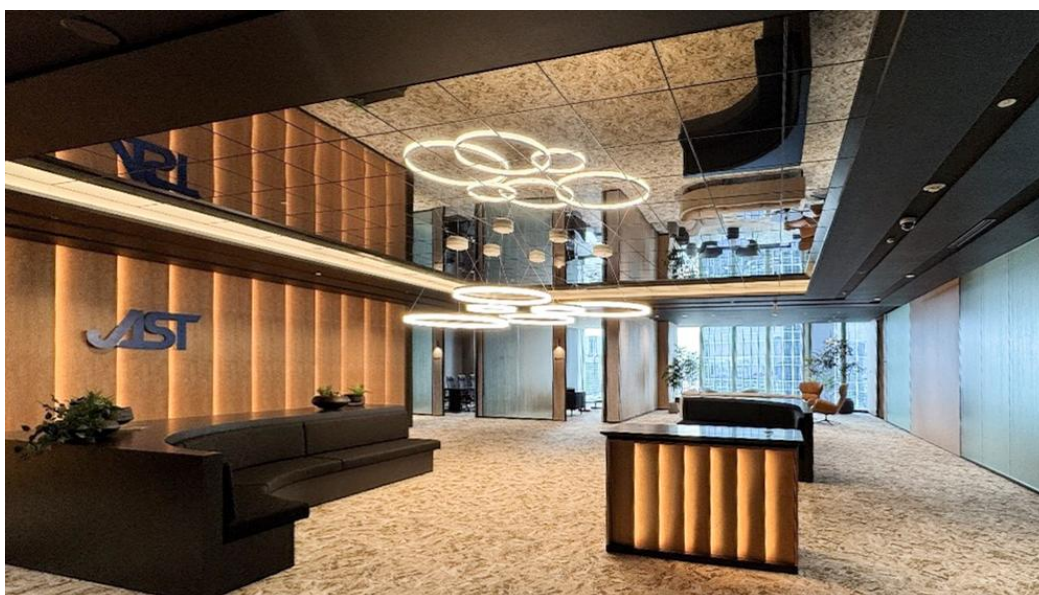
July 21, 2026
Japan System Techniques Co., Ltd.

A Configuration with No President's Office for Direct Contact between Management and Business Operations at JAST, a TSE Prime Listed Company Now in Its 54th Year

An innovative organizational structure at the new Tokyo head office in Takanawa Gateway City

Japan System Techniques Co., Ltd. (Head office: Kita-ku, Osaka; President and CEO: Taku Hirabayashi; JAST) began operations today at the new Tokyo head office in The Linkpillar 2 building at Takanawa Gateway City (Minato-ku, Tokyo).

With this move, JAST has revised its organization, including the elimination of an enclosed office for the president, for the purpose of reducing the distance between management and the people who conduct business operations. In addition, the new Tokyo head office is structured to help accomplish JAST VISION 2035 (note 1), the company's long-term vision, and The JAST Group Medium-Term Management PlanFY2026-FY2028 (note 2) and is positioned as the first phase of actions involving this vision. There are also many features to create a pleasant workplace environment for the head office staff.



Entrance hall

■ Reasons for the office relocation

The previous Tokyo head office no longer had enough space for the number of people needed to support the growth of the business operations of the JAST Group. There was an increase in Japan in the number of people combining office and remote work that began during the pandemic. Despite this change in how people do their jobs, many JAST employees said they needed more web conference booths and more open space for gatherings. Another issue was the vertical divisions in JAST's organizational structure that created the problem of a single department doing tasks on its own. One cause is the system of assigning people to a specific desk.

Although people were able to do their jobs away from the office, there was a need for an office where people in different

departments and job categories could interact to come up with innovative ideas. JAST VISION 2035 has the goal of making JAST a problem-solving company recognized by everyone. Accomplishing this goal will require a flat organization with no distance between management and business operations and no barriers between departments and business units.

The move to The Linkpillar 2 provided an opportunity to use an entirely new office layout with innovations that facilitate stronger internal lines of communication. The office fully utilizes its location at the futuristic Takanawa Gateway City development in central Tokyo for using strong communications to speed up co-creation activities linking JAST with its external partners.

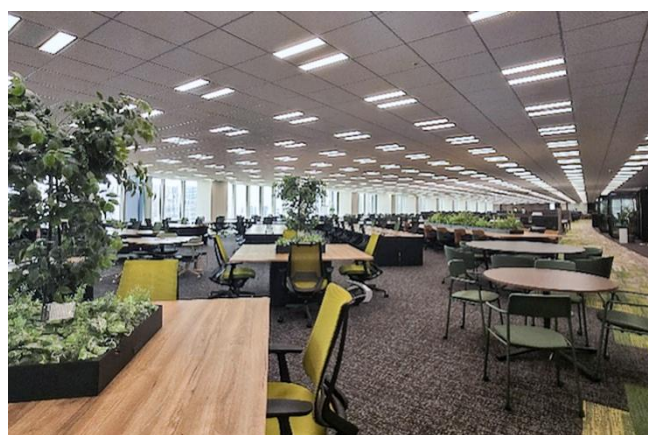
■ Features of the new Tokyo head office

JAST president Taku Hirabayashi wanted an office with a configuration that enabled management and employees to advance side by side. To accomplish this goal, features of the office closely reflect the input of employees that was received by using a survey with questions carefully chosen by JAST. Everything from the size of conference rooms to the locations of desks incorporate the requests and ideas of employees.

JAST VISION 2035 and the goals of the current medium-term management plan are fundamental guidelines for all aspects of the new head office design.

• An open environment for both management and business operations

There is no separate office for the president and no partitions for the section of the office used by executive officers. Providing this high level of visibility enables everyone regardless of title or role to interact freely at any time.



The section for executives is open to all other areas of the office to create an open environment and a sense of solidarity for everyone.

• Constant co-creation encompassing many departments

To create an environment where many departments jointly create value, there are no seat assignments for people other than senior executives and in the corporate area. Lounges and open meeting spaces are provided in many places to encourage people to gather and even use unplanned encounters with others to work on innovative ideas.

Seating configurations with four people on each “island” produces a feeling of openness. In response to many employee requests, the office has many more web conference booths for small numbers of people. Booths for one person were increased from three to 12 and there are seven booths for four people compared with none at the previous office. These conference spaces make many tasks much easier.



A conference room with a view of the Shinagawa district



A lounge with a TV where people can gather and interact



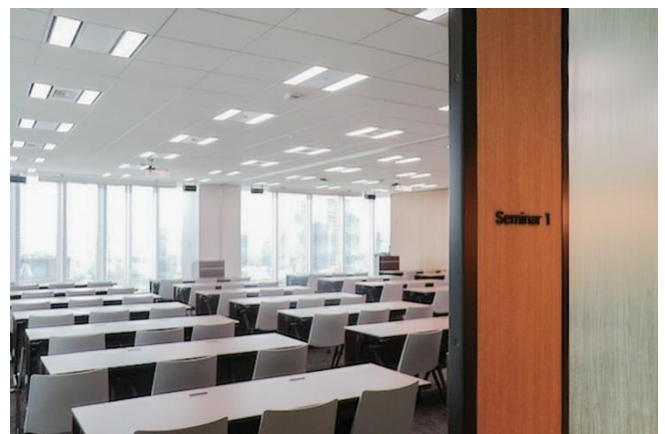
This open meeting space is ideal for a variety of discussions



Comfortable small web conference booths with colorful sofas



A new studio designed for webinars and other activities



The seminar room has enough space for large meetings

• As a hub for communication open to the community

The success of JAST VISION 2035 and the medium-term management plan will depend on innovations at JAST as well as co-creation activities with external partners. The staff of the new head office will seek opportunities for co-creation projects with companies and universities as they utilize the location at the futuristic Takanawa Gateway City development, which was conceived as an experimental urban area that can play a role in creating fulfilling lifestyles many years from now.

■ Remarks by Taku Hirabayashi, President and CEO

JAST is a company that always has the courage to make changes to match our business climate while adhering to the spirit of our founding 54 years ago.

The new Tokyo head office is not simply a relocation to Takanawa Gateway City, which is a project that looks far into the future. Moving to this location is the second founding of our company. I view this as an essential first step for evolving and advancing to the next stage of our growth.

The office has no enclosed office for me and there are no partitions separating the area for executives from other sections of the office. To eliminate the distance between management and business operations, I wanted to create an organization where we all work together in the same environment. JAST should be a company where everyone can play important roles involving their jobs and our progress.

I believe that we can use this new office along with the innovations and technology of our Takanawa Gateway City location to be a source of new value for society that originates from interactions and co-creation by everyone at JAST.

■ Outlook

JAST plans to use the new office in Tokyo as a space for driving organizational changes. The objective is a flat and open environment. New value will be created by discussions and other interaction among all employees that bring together many departments and job categories. Only when operations are rooted in a sound corporate culture can JAST make progress toward a future that is set forth in JAST VISION 2035 and the current medium-term management plan.

Now in its 54th year, JAST remains dedicated to the management philosophy of Fueki Ryūkō (immutability and fluidity), which has two vital elements. First is retaining a commitment to the core principles that define JAST even as the business climate changes (Fueki). Second is adding new ideas and activities to reflect changes in the business climate (Ryūkō). JAST will continue to aim for more growth while placing importance on relationships with people and the mindset of embracing change without fear.

*JAST also plans to renovate its former Tokyo head office to enhance its capabilities and serve as a new hub to support business expansion.

***1. JAST VISION 2035**

This long-term vision for the JAST Group is based on the JAST corporate and management philosophies, which are the guidelines for all the group's business activities.

https://www.jast.jp/cms/wp-content/themes/jast_ver1.0/img/corporate/JAST_VISION_2035_en.pdf

***2. The JAST Group Medium-Term Management Plan (FY2026-FY2028)**

This plan is the first step for starting many business structural reforms that are needed to accomplish JAST VISION 2035, which is a vision for JAST in the fiscal year ending in March 2036.

https://www.jast.jp/cms/wp-content/uploads/2026/05/ir_notice20260514_2_en.pdf

■ About JAST



日本システム技術株式会社
Japan System Techniques Co., Ltd.

Japan System Techniques (JAST) is an IT company listed on the Tokyo Stock Exchange Prime Market that is not affiliated with any other company. JAST's goal is to become a problem-solving company recognized by everyone. Guided by the philosophy that "refining and upgrading the skills of people comes first ahead of everything else," JAST has many programs for the advancement of employees. JAST builds long-term relationships with customers based on trust by working closely with customers while providing one-stop support extending from defining requirements to the provision of maintenance services. Two major products are the GAKUEN series, an integration package system for universities, and the BankNeo, an information integration package for financial institutions. In the medical big data field, JAST sells the JMICS, an automatic inspection system for health insurance claims, the iBss, an insurers business support system for the digital transformation of insurance administrative processes and other products. Backed by growing businesses that originate with a dedication to helping solve social issues, JAST is dedicated to creating a sustainable society and increasing its corporate value.

Company: Japan System Techniques Co., Ltd.
Representative: Taku Hirabayashi, President and CEO
Tokyo head office: The Linkpillar 2 15F, 22-1 Takanawa 2-chome, Minato-ku, Tokyo
Osaka head office: Nakanoshima Festival Tower 29F, 3-18 Nakanoshima 2-chome, Kita-ku, Osaka
Established: March 26, 1973
Capital: 1,535 million yen
Employees: Consolidated 1,683 (as of March 31, 2026);
Non-consolidated 1,202 (as of March 31, 2026)
Fiscal year end: March
URL: <https://www.jast.jp/en/>

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* Contact JAST for more information about the new office or a meeting with the company president.