Independent Officer Notification Form

1. Basic information

Company name	EXEO Group, Inc.	Code	1951
Date of submission	2025/6/9	Planned date of changes	2025/6/25
The reason for the submission of this notification form	Election of outside officers is proposed as a matter to be resolved at the Ordinary General Meeting of Shareholders		

☑ The Company has designated all outside officers who fulfill the requirements for independent officers as independent officers.（Note 1）

2. Matters related to independence of independent officers and outside officers

Number	Name	Outside Director/ Outside Audit & Supervisory Board Member	Independent officer	Attribute (Notes 2 and 3)												Details of the change	Consent of subject individual
				a	b	c	d	e	f	g	h	i	j	k	l	Not applicable	
1	Yasushi Kohara	Outside Director	○													○		Yes
2	Naoko Iwasaki	Outside Director	○													○		Yes
3	Tatsushi Mochizuki	Outside Director	○													○		Yes
4	Keiji Yoshida	Outside Director	○													○		Yes
5	Tomoko Aramaki	Outside Director	○													○		Yes
6	Eiko Osawa	Outside Audit & Supervisory Board Member	○													○	Correction/ Change	Yes
7	Akira Harashima	Outside Audit & Supervisory Board Member	○													○	Correction/ Change	Yes
8	Yukako Oshimi	Outside Audit & Supervisory Board Member	○													○	New Appointment	Yes

3. Explanation of attributes of independent officers and reason for selection as independent officers

番号	Explanation of the applied attribute (Note 4)	Reason for selection as independent officers (Note 5)
1		Mr. Yasushi Kohara has abundant experience and insights in corporate management through his posts at the Toyota Group, and has provided appropriate advice and suggestions in important management decisions of the Company, appropriately fulfilling his role as Outside Director. The Company expects he will continue to contribute to strengthening the auditing function of the Board of Directors and provide advice from a broad managerial perspective and will continuously appointed in his current position as Outside Director. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
2		Ms. Naoko Iwasaki is an international first-line researcher and expert on adopting digital technologies in areas such as international relations, national and local government administration, disaster response and BCP, aging of society, and the promotion of active roles for women, and has provided appropriate advice and suggestions in important management decisions of the Company, appropriately fulfilling her role as Outside Director. The Company expects she will continue to contribute to strengthening the auditing function of the Board of Directors and provide advice from a broad managerial perspective and will continuously appointed in her current position as Outside Director. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
3		Mr. Tatsushi Mochizuki has been involved in key positions such as central government ministries and local governments for many years. Having insights accumulated through his career, he has provided appropriate advice and suggestions in important management decisions of the Company, appropriately fulfilling his role as Outside Director. The Company expects he will continue to contribute to strengthening the auditing function of the Board of Directors and provide advice from a broad managerial perspective and will continuously appointed in his current position as Outside Director. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
4		Mr. Keiji Yoshida has abundant experience and insights in corporate management as an executive officer at JFE Engineering Corporation and other companies, and has provided appropriate advice and suggestions in important management decisions of the Company, appropriately fulfilling his role as Outside Director. The Company expects he will continue to contribute to strengthening the auditing function of the Board of Directors and provide advice from a broad managerial perspective and will continuously appointed in his current position as Outside Director. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
5		Ms. Tomoko Aramaki has abundant experience and expertise in finance and accounting as a Certified Public Accountant and Tax Accountant, as well as insight in corporate management having served as Director and Audit & Supervisory Board Member of not only the Company but other listed companies as well. The Company expects she will contribute to strengthening the auditing function of the Board of Directors and provide appropriate advice and suggestions in important management decisions of the Company and will continuously appointed in her current position as Director and Audit & Supervisory Board Member. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.

6		Ms. Eiko Osawa has abundant global experience and expertise in finance at a major auditing firm and accounting as a Certified Public Accountant, and the Company believes that she will appropriately perform her duties as Outside Audit & Supervisory Board Member. The Company will continuously appointed in her current position as Outside Audit & Supervisory Board Member. The Company appointed the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
7		Mr. Akira Harashima has abundant experience and outstanding insight into corporate management, including global business, as a director of such companies as Tokio Marine Holdings, Inc., and the Company believes that he will appropriately perform his duties as Outside Audit & Supervisory Board Member. The Company will continuously appointed in her current position as Outside Audit & Supervisory Board Member. The Company nominated the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.
8		Ms. Yukako Oshimi has abundant experience and expertise in law as an attorney at law, has served as a Director and Audit & Supervisory Board Member at listed companies, and the Company believes that she will appropriately perform her duties as Audit & Supervisory Board Member. The Company has therefore nominated her as a candidate for Outside Audit & Supervisory Board Member. The Company nominated the individual as an independent officer as he/she does not meet the criteria for judging that a conflict of interest with common shareholders might arise, as set out in the Listing Guidelines.

4. Supplementary explanations

※1 Please check the box if the Company has notified (Tokyo Stock Exchange of) all the outside officers who satisfy the eligibility criteria for independent officers.

※2 Check item for attributes of officers

a. Executive of the Company or its subsidiaries
b. Non-executive director or accounting advisor of the Company or its subsidiaries (in case of Outside Audit & Supervisory Board Member)
c. Non-executive director or business executive of a parent company of the Company
d. Audit & Supervisory Board Member (Kansayaku) of a parent company of the Company (in case of Outside Audit & Supervisory Board Member)
e. Executive of a fellow subsidiary company of the Company
f. Person whose major client or supplier is the Company or a business executive thereof
g. Major business partner of the Company or a business executive thereof
h. Consultant, accountant or legal professional who receives significant amounts of monetary consideration or other property from the Company other than remuneration as an officer
i. Major shareholder of the Company (or if such shareholder is a corporation, business executive of such corporation)
j. Business executive of a business partner of the Company (which does not correspond to any of f, g, or h) (the officer him or herself)
k. Executive of a company, between which and the Company outside officers are mutually appointed (the officer himself/herself only)
l. Executive of a company or organization that receives a donation from the Company (the officer himself/herself only)

Please note that the expressions in items a. to l. above are abbreviations of the terms defined in the rules of the exchange market.

※3 Please express "○" if the outside officer presently falls or has recently fallen under the category, and please express "△" if the outside officer fell under the category in the past.
Please express "●" if a close relative of the independent officer presently falls or has recently fallen under the category, and please express "▲" if a close relative of the director fell under the category in the past.

※4 If the outside officer is subject to any of items a. to l., please specify so and provide outline of the attribute.

※5 Please fill in the reason why the Company selected the independent officer.