May 13, 2025

Company: ZIGExN Co., Ltd.
Representative: Joe Hirao, Representative Director, Operating Officer and CEO
(Securities code: 3679; Prime Market of the Tokyo Stock Exchange)
Contact: Sachiko Hatano, Director and Operating Officer
（E-mail：ir@zigexn.co.jp）

Notice of Change of Directors and New Management Structure

ZIGExN Co., Ltd. (hereinafter referred to as "the Company") hereby announces that the Board of Directors has resolved candidates for Directors, Auditors and Operating Officers at a meeting held today, the new management structure is as follows. The election of directors will be formally resolved at the Company's General Meeting of Shareholders to be held on June 25, 2025.

1. Management structure effective from June 25, 2025 (scheduled)

(1) Directors, Operating Officers and Related Personnel

Name	Title
Joe Hirao	Representative Director, Operating Officer and CEO
Ryosuke Imai	Director and Operating Officer President and Representative Director, Ties Co., Ltd. and UpBase Inc.
Sachiko Hatano	Director and Operating Officer
Yasuo Usuba	Outside Director
Jun Sakaki	Outside Director
Shinji Sato	Operating Officer Head of Life Media Platform Business Division President and Representative Director, CORDA, Inc. and TCV Corporation
Takeshi Fukada	Operating Officer President and Representative Director, Apple World Inc.
Yuki Onuki	Operating Officer President and Representative Director, REJOB Co., Ltd.

(2) Corporate Auditors

Name	Title
Mari Yajima	Outside Full-time Corporate Auditor
Takashi Miyazaki	Outside Auditor
Kengo Wada	Outside Auditor

[Reference Material]

Brief Biographies of Newly Appointed Directors and Operating Officers

(1) Ryosuke Imai

New Title: Director, Operating Officer

Brief Biography:

April 2013: Joined the Company

April 2017: Division Head, Housing Div. of the Company (Current title: Division Head)

April 2019: Unit Head, Planning & Marketing Unit of the Company (Current title: Unit Head)

April 2021: Operating Officer of the Company (Present)

June 2023: President and Representative Director, Struct Co., Ltd. (Currently UpBase Co., Ltd.) (Present)

June 2024: President and Representative Director, Ties Co., Ltd. (Present)

(2) Yuki Onuki

New Title: Operating Officer, and President and Representative Director of REJOB Co., Ltd.

Brief Biography:

October 2013: Joined the Company

October 2014: Transferred to REJOB Co., Ltd.

October 2021: Senior Manager, Recruiting Division and Senior Manager, Web Marketing Division, REJOB Co., Ltd.

January 2025: Operating Officer, REJOB Co., Ltd. (Present)

Notice: This document is translated from officially filed Japanese document into English only for reference purpose. In the event of a discrepancy between the Japanese and English versions, the Japanese version shall prevail.