

March 13, 2025

To whom it may concern,

Company name: NEOJAPAN Inc.
 Representative name: Akinori Saito, Representative
 Director and President
 (Code: 3921, Tokyo Stock Exchange
 Prime Market)
 Contact: Makoto Tokiwa, Director in Charge
 of Accounting and Finance
 (Phone: +81-45-640-5917)

Notice Regarding Election of Candidates for Directors

NEOJAPAN Inc. (the Company) hereby announces that the Board of Directors met today and resolved to elect candidates for Directors to be proposed at its 33rd Annual General Meeting of Shareholders, which will be held on April 25, 2025, as follows.

1. Election of eight (8) Directors

Name	Current position	Category
Akinori Saito (Name on the family register: Akihiro Saito)	Representative Director and President	Reappointment
Mamoru Okanda	Managing Director	Reappointment
Makoto Tokiwa	Director	Reappointment
Yuji Yano	Executive Officer	New appointment
Ichiro Hayama	Executive Officer	New appointment
Hirofumi Ozaki (*1)	Outside Director	Reappointment
Shigehiko Matsumoto (*1)	Outside Director	Reappointment
Sachiko Hosokawa (*1)	-	New appointment

(*1) Mr. Hirofumi Ozaki, Mr. Shigehiko Matsumoto, and Ms. Sachiko Hosokawa are candidates for Outside Directors.

(*2) The Company has registered Mr. Hirofumi Ozaki and Mr. Shigehiko Matsumoto as independent officers as stipulated by the Tokyo Stock Exchange and if their election is approved, the Company will continue to register them with the Exchange as independent officers. In addition, if the election of Ms. Sachiko Hosokawa is approved, the Company will also register her with the Exchange as an independent officer.

2. Career summary of candidates for new Directors

Name (Date of birth)	Career summary	
Yuji Yano (July 25, 1977)	April 2000	Joined the Company
	April 2021	Section Manager in charge of Engineering Division
	April 2022	Section Manager, Engineering Division
	May 2022	Executive Officer, Section Manager, Engineering Division (current position)
Ichiro Hayama (November 24, 1973)	April 1998	Joined Zuken Process Design Research Institute (current Zuken Tec Inc.)
	September 2002	Joined the Company
	April 2016	Section Manager, Solutions Sales Department, Product Management Division
	April 2021	Section Manager, Customer Success Department
	August 2021	Executive Officer, Section Manager, Customer Success Department, Section Manager, Cloud Sales Department, Product Management Division (current position)
Sachiko Hosokawa (June 25, 1976)	November 2000	Passed the Bar Examination
	November 2002	Completed the Legal Training and Research Institute of Japan (55th term)
	November 2002	Joined Endo Law Office
	April 2010	Part-time employee, Consumer Affairs Agency
	April 2011	Established Spring Sun Law Office (partner) (current Clear River Law Office)
	April 2012	Part-time contract staff, Japan Federation of Bar Associations
	April 2023	Full-time Legal Advisor, Hakuodo Inc. (current position)
	March 2024	Partner, Clear River Law Office (office name changed from Spring Sun Law Office) (current position)

3. Directors to retire at the conclusion of the 33rd Annual General Meeting of Shareholders

Name	Current position	Reason for retirement
Tsuneko Aoki	Director	Expiration of term of office
Toshio Iwasaki	Outside Director	Expiration of term of office