March 25, 2025

To whom it may concern:

Company name:	ExaWizards Inc.
Name of representative:	Makoto Haruta, Representative Director and President (TSE Code No.4259)
Inquiries:	Tomoaki Maekawa, Executive Officer Corporate Management Head of Function

Notice Regarding Changes in Directors and Officers

ExaWizards Inc. (hereinafter, "the Company") announces that at the Board of Directors meeting held on March 25, 2025, approved the following changes in Directors and Officers as detailed below.

1. Changes of Directors (effective after Shareholders' Meeting to be held on June 2025)
(1) Board Members

Name	Position	Current Post/ Newly Appointed
Makoto HARUTA	Representative Director & President Chief Executive Officer (CEO)	Current Post
Takuma OUE	Managing Director Chief Operation Officer (COO)	Current Post
Yutaka SAKANE	Director Chief Technology Officer (CTO)	Current Post
Naoko MUNAKATA	Outside Director	Current Post
Manabu SATO	**Outside Director**	**Newly Appointed**
Hiroaki SUGITA	**Outside Director**	**Newly Appointed**
Masayuki WATANABE	**Outside Director**	**Newly Appointed**

Note: The new Outside Directors are scheduled to be appointed following a resolution at the Annual General Meeting of Shareholders to be held in June 2025.

(2) Retirement

Name	Position
Toshihiko HIURA	Outside Director
Yasushi SHINGAI	Outside Director

Note: They are scheduled to retire following a resolution at the Annual General Meeting of Shareholders to be held in June 2025. However, they will continue to support our company as Executive Advisors.

2. Changes of Audit & Supervisory Board Member (effective after Shareholders' Meeting to be held on June, 2025)

(1) New Audit & Supervisory Board Member

Name	Position	Current Post/ Newly Appointed
Shigeru TSURU	Audit & Supervisory Board Member	Current Post
Masaru IIDA	Audit & Supervisory Board Member	Current Post
Yuko ATSUMI	**Audit & Supervisory Board Member**	**Newly Appointed**

Note: The new Audit & Supervisory Board Member is scheduled to be appointed following a resolution at the Annual General Meeting of Shareholders to be held in June 2025.

(2) Retirement

Name	Position
Manabu SATO	Audit & Supervisory Board Member

Note: After his retirement, Manabu Sato is scheduled to be appointed as Outside Director following a resolution at the Annual General Meeting of Shareholders to be held in June 2025.

3. Changes of Executive Officers（effective on April 1, 2025）

(1) Executive Officers

Namae	Position	Current Post/ Newly Appointed
Koji HAZAMA	Group Executive Officer	Current Post
Satoshi ISHINO	Group Executive Officer	Current Post
Tomoaki MAEKAWA	Chief Financial Officer（CFO） Group Executive Officer	Current Post
Masafumi FUKUDA	Department Executive Officer	Current Post
Koji ONO	Department Executive Officer	Current Post
Saori OJI	Department Executive Officer	Current Post
Shogo TAKAMI	**Department Executive Officer**	**Newly Appointed**
Yuji ITO	**Department Executive Officer**	**Newly Appointed**
Umita NAKAMURA	**Department Executive Officer**	**Newly Appointed**

(2) Retirement

Name	Position
Tomoya MAEKAWA	Executive Officer
Coty SAXMAN	Executive Officer
Yoritaka HANDA	Executive Officer
Kazutoshi TAKIMOTO	Executive Officer

Notes: 1. After his retirement, Tomoya MAEKAWA is appointed as Director of subsidiary, Exa Enterprise AI Inc., and he is responsible for sales and development division.
2. After his retirement, Coty SAXMAN is appointed as Technology officer.
3. After his retirement, Yoritaka HANDA is appointed as Director of subsidiary, Exa Enterprise AI Inc., and he is responsible for recruitment using AI and HR products & services.
4. After his retirement, Kazutoshi TAKIMOTO is appointed as Director of Xware Inc.

4. Changes of Other Officers（effective on April 1. 2025）

(1) Other Officers

Name	Position	Current Post/ Newly Appointed
Ko ISHIYAMA	Chief AI Innovator	Current Post
Masaki ONISHI	Technology Officer	Current Post
Shun HASEGAWA	Technology Officer	Current Post
Shogo YAMASHITA	**Technology Officer**	**Newly Appointed**
Takuya KATO	**Technology Officer**	**Newly Appointed**
Mike WARD	**Technology Officer**	**Newly Appointed**
Coty SAXMAN	**Technology Officer**	**Newly Appointed**

(2) Retirement

Name	Position
Akihiro SATO	Technology Officer
Kentaro SUDO	Technology Officer
Patrick KUTI	Technology Officer
Masanori SATO	Technology Officer
Masato SAITO	Technology Officer

Note: Although they will retire from their positions as Technology Officers, they plan to continue working in our technology department as company employees, utilizing their expertise in their duties.

5. Change of Director of Subsidiary (effective on April 1, 2025)

(1) Xware Inc.

Name	New Position	Current Position
Junpei DAIDA	Representative Director & President	Director
Kazutoshi TAKIMOTO	Director	Representative Director & President

6. Biographies of Newly Appointed Management Team Members

Name	Appointed Position	Biographies
Hiroaki SUGITA	Outside Director	Graduated from Tokyo Institute of Technology (now Science Tokyo). Completed MBA at Keio Business School. Joined Japan Travel Bureau (now JTB Corporation) in 1983. Moved to Boston Consulting Group in 1994, becoming Partner & Managing Director in 2001. Served as Head of BCG Japan office from 2006, Managing Director & Senior Partner from 2007, and Chairman of BCG Japan from 2016. Appointed as Senior Advisor to BCG in 2023. Became Professor at Waseda Business School in 2021. Currently serves as an Outside Director for Unicharm Corporation and Luup, Inc.
Masayuki WATANABE	Outside Director	Joined McKinsey & Company in 1997, and two years later, joined DeNA Co., Ltd. Appointed as CEO of Quipper Ltd. in the UK in 2010, where he remained until 2020. Currently serves as a Director of FOODCODE, LTD., Outside Director of Timee, Inc., and Non-Executive Director of Streamhub Ltd. in the UK. Also served as an Outside Director of Mercari, Inc. from 2022 to 2024.
Yuko ATSUMI	Outside Director	Graduated from the Faculty of Law, Keio University in 1994 and joined UBS Securities. Completed studies at Waseda University Graduate School of Law and was admitted to the bar in 2008. After working at Baker & McKenzie, she founded Waseda Legal Commons, LPC in 2013 and served as its representative partner. In 2022, she founded Kollect Partners Law Office and currently serves as its representative partner. She also serves as an Outside Director for Synspective, Inc. and TKC Corporation (current positions).
Shogo TAKAMI	Department Executive Officer	After graduating from university, he worked in sales for a design and construction consultancy. In 2006, he founded Ami Agency Co., Ltd. and managed the business. In 2011, he joined SunBridge Inc., where he launched Japanese subsidiaries for overseas IT products and engaged in sales of CRM and MA solutions. From 2013, he was involved in new medical business development at SMS Co., Ltd. In 2017, he joined DeNA Co., Ltd., where he worked as the Head of Business Development at a subsidiary, focusing on large-scale alliances and new business launches. Since joining our company in 2022, he has been engaged in business development within the AI Platform Business.
Yuji ITO	Department Executive Officer	Graduated from the Faculty of Informatics, Kansai University. Joined a major human resources

		company, where he focused on HR consulting, progressing from new business development sales to forming and managing large teams. He was also involved in launching new businesses. In November 2021, he joined our company and established the sales team for exaBase DX Assessment & Learning, leading the product to achieve a CAGR of 85% within three years of its launch. Since October 2024, he has been serving as the Head of HR Tech Business, overseeing operations in DX talent recruitment, development, and talent management areas.
Umita NAKAMURA	Department Executive Officer	Graduated from the Faculty of Science at Tokyo Metropolitan University. Joined Recruit Co., Ltd. And worked in human resources, corporate planning, and general affairs across the holding company headquarters, multiple business subsidiaries, and functional subsidiaries. Joined our company in January 2021. Involved in IPO processes, HR system design, risk management, and human resource and organizational development. Served as Group Leader and Head officer of HR and Administration Department. Currently oversees human resources, general affairs, and business promotion areas, and is promoting the use of Gen. AI in the human resources field.

Shogo YAMASHITA	Technology Officer	Progressed from Kagawa National College of Technology to the Interfaculty Initiative in Information Studies at the University of Tokyo (Rekimoto Lab), completing his doctoral program in 2020. Joined ExaWizards in the same year and has been promoting the social implementation of technology as a tech lead for the image technology development team. He is focusing on the advancement of cutting-edge technologies, including being selected for the JST ACT-I Acceleration Phase. During his time at the University of Tokyo, he received the President's Award and the Dean's Award. While at the National College of Technology, he served as a Chief Creator for IPA MITOU Youth and received a special commendation from the Chairman of the National Institute of Technology.
Takuya KATO	Technology Officer	Ph.D. in Engineering from the Graduate Department of Physics/ Department of Applied Physics, School of Advanced Science and Engineering, Waseda University. Japan Society for the Promotion of Science Research Fellow (DC1). Engaged in research on automatic motion generation and manipulation methods for 3DCG animation. During his studies, he conducted research on CG, machine

		learning, and image processing at UCLA Graphics Lab, UC Berkeley AI Research, National Institute of Advanced Industrial Science and Technology (AIST), Walt Disney Company Japan, and OLM Digital. Received the ACE 2017 Best Paper Award and 8 other awards. Joined our company in 2019. Responsible for developing machine learning models for image and 3D data. Currently leads machine learning model development and product development.
Mike WARD	Technology Officer	After graduating from New York University in 2008, he came to Japan and worked in client helpdesk support. Through self-study, he acquired skills in database management and web development, starting his career as a web developer in 2010. From 2013, he specialized in IT organization and project management. While attending graduate school at New York University in 2016, he worked full-time as a Linux administrator. After graduation, he returned to Japan. He then worked as a cloud engineer in the IT department of a foreign life insurance company before joining our company in 2024. He is currently responsible for developing overall technical strategy.

Junpei DAIDA	Xware Inc. Representative Director & President	Graduated from the Department of Industrial Chemistry, Faculty of Engineering, Tokyo University of Science. Joined Xware Inc., in 2001. After working on system development for government agencies, he now oversees various projects including the company's products, services, and contracted projects. Also, he developed survey services using iPads. Having served as Director of the IT Solution Unit and Vice President, he is scheduled to appointed as Representative Director & President of Xware on April 1, 2025.

Notes: 1. Biography of Manabu SATO, the new Outside Director, has been disclosed in "Introduction and Investment Highlights" (February 14, 2022), and therefore it is omitted.
2. Biography of Coty SAXMAN, the new Technology Officer, has been disclosed in a previous timely disclosure document ("ExaWizards Announces its New Leadership Structure" dated March 26, 2024), and therefore it is omitted.