

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

April 15, 2025

Company name: NSD Co., Ltd.
Name of representative: Yoshikazu Imajo, President & CEO
(Securities code: 9759; Tokyo
Stock Exchange, Prime Market)

Notice of Executive Changes

NSD Co., Ltd. announces that the Board of Directors decided on April 15, 2025, the executive appointments as follows, based on the results of deliberations by the Governance Committee, an advisory body to the Board of Directors. These executive appointments will be officially decided upon approval at the 56th Ordinary General Meeting of Shareholders to be held on June 25 of this year.

1. Director appointments

- (1) Director candidates to be proposed at the 56th Ordinary General Meeting of Shareholders Eight people

Name		Position (Current)
Yoshikazu Imajo	Reappointment	President & CEO
Osamu Yamoto	Reappointment	Director, Senior Managing Executive Officer
Hidetaka Kikawada	Reappointment	Director, Managing Executive Officer
Mayuko Miike	New appointment	Executive Officer
Yuriko Kajiwarra	Reappointment	Director (Outside/Part-time)
Atsuhiko Kawamata	Reappointment	Director (Outside/Part-time)
Kumiko Jinnouchi	Reappointment	Director (Outside/Part-time)
Toru Takeuchi	Reappointment	Director (Outside/Part-time)

Note 1: Yuriko Kajiwarra, Atsuhiko Kawamata, Kumiko Jinnouchi, and Toru Takeuchi are candidates for outside directors and independent officers.

Note 2: Director candidates are listed by position and in Japanese alphabetical order within each grouping.

- (2) Director who will retire due to the expiration of his term of office at the conclusion of the 56th Ordinary General Meeting of Shareholders One people

Name		Position (Current)
Hideshi Maekawa	Retirement	Director, Senior Managing Executive Officer

(3) Profile of the new director candidate

Mayuko Miike (Born December 3, 1981)

April 2004	Joined Staff Service Holdings Co., Ltd. (Retired in February 2013)
March 2013	Joined NSD
April 2022	General Manager, Human Resources Department, Corporate Service Division
April 2023	Executive Officer General Manager, Human Resources Department, Corporate Service Division
April 2024	Executive Officer Corporate Service Division, (In Charge of) Human Resources Department, (In Charge of) General Affairs Department (Present Position)

2. Position change/Responsibility change of executives

(1) Director

Name	New	Current
Mayuko Miike	<u>Director</u> , Executive Officer <u>Head of Corporate Service Division</u>	Executive Officer <u>Corporate Service Division</u> , (In Charge of) <u>Human Resources Department</u> , (In Charge of) <u>General Affairs Department</u>

Note: The appointment of the director will be officially decided upon approval at the 56th Ordinary General Meeting of Shareholders to be held on June 25.

(2) Executive officers

Name	New	Current
Satoshi Kiyota	<u>Senior Managing</u> Executive Officer Head of Financial Business Unit	<u>Managing</u> Executive Officer Head of Financial Business Unit
Yoshihiko Kurihara	Executive Officer <u>Head of Corporate Planning Division</u>	Executive Officer <u>Corporate Planning Division</u> , (In Charge of) <u>Corporate Planning Department</u> , (In Charge of) <u>Legal & Compliance Department</u>
Shinsuke Tai	Executive Officer <u>Head of Corporate Secretary Division</u> concurrently General Manager, Corporate Secretary Department	Executive Officer <u>Corporate Service Division</u> , General Manager, Corporate Secretary Department

3. Officers and executive officers structure after June 25, 2025

Position	Name	Responsibility in the Company
President & CEO	Yoshikazu Imajo	
Director, Senior Managing Executive Officer	Osamu Yamoto	COO (Responsible for) Development Support Division
Director, Managing Executive Officer	Hidetaka Kikawada	Head of Innovation Strategy Business Unit (In Charge of) Consulting Business Unit
Director, Executive Officer	Mayuko Miike	Head of Corporate Service Division
Director (Outside)	Yuriko Kajiwara	
Director (Outside)	Atsuhiko Kawamata	
Director (Outside)	Kumiko Jinnouchi	
Director (Outside)	Toru Takeuchi	
Audit & Supervisory Board Member	Kiyokimi Yagi	
Audit & Supervisory Board Member (Outside)	Kunio Kawa	
Audit & Supervisory Board Member (Outside)	Chieko Nishiura	
Senior Managing Executive Officer	Satoshi Kiyota	Head of Financial Business Unit
Managing Executive Officer	Atsuji Kobayashi	Head of Social Infrastructure Business Unit Chief General Manager, Business Division 2, Social Infrastructure Business Unit Chief General Manager, Social Platform Division (In Charge of) Enterprise Business Division
Managing Executive Officer	Akio Shinno	Head of Industry Business Unit (In Charge of) IT Infrastructure Business Division
Managing Executive Officer	Hideyuki Fujikawa	Head of Cross-Industry IT Business Unit
Managing Executive Officer	Naoki Matsumoto	Head of Consulting Business Unit
Executive Officer	Manabu Aoki	Chief General Manager, Business Division 1, Industry Business Unit
Executive Officer	Michihiro Ito	Chief General Manager, Business Division 1, Financial Business Unit
Executive Officer	Toshiyuki Oue	Corporate Service Division, (In Charge of) Accounting & Finance Department
Executive Officer	Yoshihiko Kurihara	Head of Corporate Planning Division

Executive Officer	Hajime Shinagawa	Chief General Manager, IT Infrastructure Business Division
Executive Officer	Shingo Shinohara	Chief General Manager, Business Division 1, Social Infrastructure Business Unit
Executive Officer	Shinji Suzuki	Chief General Manager, Business Division 4, Financial Business Unit
Executive Officer	Soloviev Ivan	Chief General Manager, DX Business Division, Innovation Strategy Business Unit
Executive Officer	Shinsuke Tai	Head of Corporate Secretary Division
Executive Officer	Umon Takahashi	Chief General Manager, Business Division 2, Industry Business Unit
Executive Officer	Shuuji Takahashi	Chief General Manager, Business Division 1, Cross-Industry IT Business Unit
Executive Officer	Tsuyoshi Takeda	Chief General Manager, Business Division 2, Financial Business Unit
Executive Officer	Takayuki Tanabe	Chief General Manager, Development Support Division
Executive Officer	Kiyoharu Taniguchi	Chief General Manager, Business Division 3, Financial Business Unit
Executive Officer	Shuichi Tamura	Chief General Manager, Enterprise Business Division
Executive Officer	Koubun Yanagisawa	Chief General Manager, IT Consulting Business Division, Consulting Business Unit
Executive Officer	Yasushi Wada	Chief General Manager, Market Development Business Division, Innovation Strategy Business Unit

Note 1: The appointment of directors will be officially decided upon approval at the 56th Ordinary General Meeting of Shareholders to be held on June 25.

Note 2: Directors, Auditors, and Executive Officers are listed by position and in Japanese alphabetical order within each grouping.