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May 15, 2025

To whom it may concern

Company name: PIA Corporation
Name of representative: Hiroshi Yanai, President and
Representative Director
(Code No.: 4337, TSE Prime)
Contact: Yasuyuki Yoshizawa, Senior Managing
Director and Corporate Officer
(TEL: +81-3-5774-5278)

Notice of Informal Appointment of Directors and Executive Officers

PIA Corporation (the "Company") hereby announces that, at the Board of Directors meeting held on May 15, 2025, it informally approved the appointment of Directors and Executive Officers as follows.

This matter is scheduled to be officially decided upon following a resolution for the appointment of Directors and Substitute Audit & Supervisory Board Member at the 52nd Ordinary General Meeting of Shareholders to be held on June 21, 2025, and a resolution for the appointment of Representative Director and Executive Directors at the Board of Directors Meeting to be held after the General Meeting of Shareholders.

1. Candidates for Directors (as of June 21, 2025)

(1) Reappointment

[Title]

President and Representative Director, Executive Officer

Vice President and Executive Officer

Senior Managing Director and Executive Officer

Managing Director and Executive Officer

Director and Executive Officer

Director and Executive Officer

Director and Executive Officer

Director (Outside)

Director (Outside)

Director (Outside)

Director (Outside)

Director (Outside)

[Name]

Hiroshi Yanai

Takashi Kimoto

Yasuyuki Yoshizawa

Motoharu Murakami

Satoru Kobayashi

Takayuki Higashide

Toshihiro Kawabata

Nagako Miyamoto

Kazuo Ichijo

Mitsuru Murai

Noriyuki Sato

Miho Terada

* Ms. Nagako Miyamoto and Mr. Kazuo Ichijo, Mr. Mitsuru Murai and Mr. Noriyuki Sato are candidates for Independent Directors as stipulated by the Tokyo Stock Exchange.

2. Candidate for Substitute Audit & Supervisory Board Member (as of June 21, 2025)

(1) Reappointment

[Title]

[Name]

Substitute Audit & Supervisory Board Member (Outside) Takeshi Yoshikawa

(Note) The Company proposed to elect one (1) Substitute Audit & Supervisory Board Member in advance in preparation for a shortage in the number of Audit & Supervisory Board Members as stipulated by laws and regulations.

3. Retiring Director (as of June 21, 2025)

[Title]

[Name]

Director (Outside)

Atsuki Ishida