

November 13, 2025

Company Representative Kanamic Network Co., Ltd.
President and CEO,
Takuma Yamamoto
(Securities code: 3939 JPX Prime)
Contact Director and Manager of the
Management Department,
Kenya Wakabayashi
(TEL. 03-5798-3955)

Notice regarding changes in Representative Director and Executive Officers

We would like to inform you that at the Board of Directors meeting held on November 13, 2025, we decided to make the following changes to our Representative Director and officers.

Note

1 . Reasons for changes in representative directors and officers

With the aim of achieving sustainable growth and increasing corporate value, we will transition to the next generation and streamline the Board of Directors, transitioning to a management structure that will enable faster management decisions and respond to rapid changes in the external environment.

This matter will be officially decided at the Board of Directors meeting to be held after the Company's 25th Ordinary General Meeting of Shareholders, scheduled for December 18, 2025.

2 . Changes in Representative Directors (effective December 18, 2025)

Name	New position	Old position
Youko Yamamoto	Retirement	Representative Director and Vice Chairman
Takuma Yamamoto	President and CEO	President and CEO
Keiji Yamamoto	<u>Representative</u> Director and Vice President	Director and Vice President

3 . Profile of the new representative director

Name : Keiji Yamamoto
Date of birth : July 8, 1982
Shares held : 727,600 shares

Biography	
April, 2005	Joined Amana Images Inc. (now Amana Inc.)
November, 2008	Joined Kanamic Network
February, 2014	Director and Chief of Planning and Production Department of the Company
March, 2014	Director and GM of Planning and Production Department of the Company
September, 2014	Managing Director and GM of Planning and Production Department of the Company
December, 2019	Executive Vice President, Head of Sales Department and Head of Planning and Production Department
May, 2022	President and CEO of Urban Fit Co., Ltd. (current position)
November, 2024	THE WORLD MANAGEMENT PTE LTD Director (current position)
December, 2024	Executive Vice President, Head of Planning and Production Department (current position)

4 . Other executive changes (effective December 18, 2025)

<New Candidates> Keiko Takegawa (Outside Director candidate)
Iwao Hirano (Outside Audit & Supervisory Board Member candidate)

<Retiree> Minoru Yamamoto (Current position: Chairman of the Board)
Youko Yamamoto (Current position: Representative Director and Vice Chairman)
Ryuta Ishikawa (Current position: Director, Head of Development Department)
Kenya Wakabayashi (Current position: Director, GM of Administration Department)
Tadao Kakizoe (Current position: Outside Director)

<Resign> Toshio Imatani (current position: Outside Audit & Supervisory Board Member)

※The two new candidates will be submitted to the 25th Ordinary General Meeting of Shareholders.

The planned structures of the Board of Directors and the Board of Auditors before and after the above changes are as follows:

Before the transfer	Chairman of the Board: Minoru Yamamoto Vice Chairman and Representative Director: Yoko Yamamoto President and Representative Director: Takuma Yamamoto Vice President and Representative Director: Keiji Yamamoto Director: Ryuta Ishikawa Director: Kenya Wakabayashi Independent Director: Tadao Kakizoe Independent Director: Kazuo Futagawa
	Full-time External Audit & Supervisory Board Member: Yoshikazu Nemoto External Audit & Supervisory Board Member: Toshio Imae Auditor: Tsunehisa Chiba
After the transfer	President and CEO: Takuma Yamamoto Vice President and CEO: Keiji Yamamoto Independent Director: Kazuo Futagawa Independent Director: Keiko Takekawa
	Full-time External Audit & Supervisory Board Member: Yoshikazu Nemoto Auditor: Tsunehisa Chiba External Audit & Supervisory Board Member: Iwao Hirano

5 . Profiles of new executive candidates

① New Director Candidates

Name : Keiko Takegawa
 Date of birth : April 23, 1958
 Shares held : — shares

Biography	
April, 1981	Joined the Prime Minister's Office (now the Cabinet Office)
July, 2008	Deputy Director-General for Coexistence Policy, Cabinet Office
July, 2009	Deputy Director-General for Gender Equality, Cabinet Office
December, 2012	Director-General of the Government Public Relations Office, Cabinet Secretariat
July, 2014	Director-General of the Gender Equality Bureau, Cabinet Office
April, 2019	Professor, Showa Women's University
June, 2019	External Audit & Supervisory Board Member, Mitsui Mining & Smelting Co., Ltd. (currently Mitsui Kinzoku Co., Ltd.)
June, 2019	External Director of Nippon Telegraph and Telephone Corporation (currently NTT Corporation)
April, 2020	Dean of the Faculty of Global Business, Showa Women's University
April, 2020	Director of the Showa Women's University Research Institute for Women's Culture (current position)
April, 2021	Specially appointed professor at Showa Women's University (current position)
April, 2021	External Director of Sekisui House, Ltd.
June, 2021	External Director of Mitsui Mining & Smelting Co., Ltd. (currently Mitsui Kinzoku Co., Ltd.) (current position)

② New Audit & Supervisory Board Member Candidate

Name : Iwao Hirano
 Date of birth : December 23, 1962
 Shares held : — shares

Biography	
April, 1987	Joined Shin Nihon Securities Co., Ltd. (currently Mizuho Securities Co., Ltd.)
October, 1989	Joined Asahi Shinwa Accounting Corporation (now KPMG AZSA LLC)
June, 2001	Appointed associate partner of the same firm
June, 2007	Appointed Representative Partner of the same company
July, 2013	Appointed Director, Tokyo Office 6th Division Manager
November, 2015	Appointed as Managing Director
June, 2024	Retired
July, 2024	Director of Hirano Certified Public Accounting Office (current position)
May, 2025	Advisor to Nexus Holdings Inc. (current position)

6 . Scheduled date of transfer

The decision will be formally made at the 25th Ordinary General Meeting of Shareholders to be held on December 18, 2025, and at the subsequent Board of Directors meeting.