

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.

December 10, 2025

Dear shareholders and investors,

Company name Tobila Systems Inc.
 Representative Representative Atsushi Akita
 Director and President
 (Code number: 4441 Tokyo Stock Exchange Standard)
 Contact Director and CFO Norimasa Kanemachi
 (E-mail: ir@tobila.com)

Notice Concerning Appointment of Directors and Executive Officers

Tobila Systems Inc. (the “Company”) hereby announces that at a meeting of the Board of Directors held on December 10, 2025, it resolved to appoint a Director and Corporate Officer. The details are described below.

The appointment and positions of Directors will be officially determined at the 19th Annual General Meeting of Shareholders scheduled for January 28, 2026, and the Board of Directors meeting to be held immediately thereafter.

1. Candidates for Directors (effective January 28, 2026)

(1) Directors (excluding Audit and Supervisory Committee Members)

Name	New position	Current Position
Atsushi Akita	Representative Director and President	Same as left
Haruo Matsubara	Director and General Manager of Engineering Department	Same as left
Norimasa Kanemachi	Director and CFO General Manager of Corporate Planning & President’s Office	Same as left
Yoji Sugata (New Appointment)	Outside Director	—

(2) Directors who are Audit and Supervisory Committee Members

Name	New position	Current Position
Hisashi Tanaami	Outside Director, Audit and Supervisory Committee Member	Same as left
Akihiko Yagishita (New Appointment)	Outside Director, Audit and Supervisory Committee Member	—
Kohei Kato (New Appointment)	Outside Director, Audit and Supervisory Committee Member	—

Note: Mr. Yoji Sugata, Mr. Akihiko Yagishita, and Mr. Kohei Kato are newly appointed candidates for Outside Directors. All three meet the requirements for independent officers as stipulated by the Tokyo Stock Exchange, and if their appointments are approved, the Company plans to notify the Exchange of their designation as independent officers.

2. Brief Biographies of Newly Appointed Director Candidates

(1) Directors (excluding Audit and Supervisory Committee Members)

Name (Date of birth)	Career summary
Yoji Sugata (January 27, 1977)	Feb. 2002: Joined Tajima Reform Co., Ltd. (currently TJM Design Corp.) Feb. 2005: Joined Nippon Parking Development Co., Ltd. Jan. 2009: Joined Works Media Co., Ltd. Oct. 2009: President and Representative Director, AZoom Co., Ltd. (current position) Sep. 2014: Representative Director, PANORAMA Inc. (current position) Mar. 2019: Director, CGworks Co., Ltd. (current position)

(2) Directors who are Audit and Supervisory Committee Members

Name (Date of birth)	Career summary
Akihiko Yagishita (April 20, 1969)	Apr. 1994: Joined Mitsubishi Chemical Corporation Jan. 2002: Registered as Patent Attorney (Benrishi) Dec. 2010: Registered as Attorney-at-Law (Bengoshi) Jan. 2011: Joined Uchida & Samejima Law Firm (currently Uchida & Samejima Law Firm (Bengoshi Hojin) Jan. 2016: Partner, same firm (current position)
Kohei Kato (July 30, 1973)	Oct. 1995: Joined Deloitte Touche Tohmatsu LLC (formerly Tohmatsu & Co.) Apr. 1999: Registered as Certified Public Accountant (Japan) Jul. 2009: Partner, same firm Jul. 2024: Director, Kohei Kato, Certified Public Accountant Office; Certified Public Accountant (current position)

3. Directors Scheduled to Retire (effective January 28, 2026)

Name	New position	Current Position
Akemitsu Nakahama	—	Outside Director, Audit and Supervisory Committee Member
Tomoyuki Matsui	—	Outside Director, Audit and Supervisory Committee Member

4. Candidates for Executive Officers (effective January 28, 2026)

Name	New position	Current Position
Tomoyasu Fuji	Executive Officer, Chief Technology Officer	Same as left
Ryo Ota	Executive Officer, General Manager of Product Development Office	Same as left
Tsubasa Sakakura *	Executive Officer, General Manager of Sales Planning Dept.	Executive Officer, General Manager of Sales Planning Dept. and Manager of Sales Support Section
Aogu Fuji (New Appointment)	Executive Officer, General Manager of Corporate Planning Division	General Manager of Corporate Planning Division

* Scheduled to be transferred to the new position effective January 1, 2026.