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January 23, 2026

To whom it may concern:

Company Name	Japaniace Co., Ltd.
Representative	Saburo Nishikawa, Representative Director, Chairman and President (Code: 9558 TSE Growth)
Contact	Akihiro Nishikawa, Managing Director and Administration Division Manager Tel: +81-45-670-7240

Notice Regarding Election of Candidates for Directors Following Transition to a Company with an Audit & Supervisory Committee

As announced in the “Notice Regarding Transition to a Company with an Audit & Supervisory Committee” on November 21, 2025, Japaniace Co., Ltd. (the “Company”) resolved at its Board of Directors meeting to transition to a Company with an Audit & Supervisory Committee. The Company plans to submit a proposal for partial amendments to its Articles of Incorporation for approval at the 26th Annual General Meeting of Shareholders scheduled for February 24, 2026.

The Company hereby announces that it has nominated candidates for Directors at the Board of Directors meeting held on January 23, 2026, as described below. These appointments are subject to the approval of the “Partial Amendments to the Articles of Incorporation” at the General Meeting of Shareholders and will be formally resolved at the General Meeting of Shareholders and the subsequent Board of Directors meeting.

1. Candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members)

Name	Current title	Appointment / reappointment
Saburo Nishikawa	Representative Director, Chairman and President	To be reappointed
Ryota Matsushima	Senior Managing Director and Business Division Manager	To be reappointed
Akihiro Nishikawa	Managing Director and Administration Division Manager	To be reappointed
Shinichi Murakami	Director and Human Resources Development Division Manager	To be reappointed
Hidetoshi Osawa	Director	To be reappointed (Outside Director)

(Notes)

1. Saburo Nishikawa, a candidate for Director, is a parent company, etc. as defined in Article 2, Item 4-2 of the Companies Act.
2. Hidetoshi Osawa is a candidate for Outside Director.
3. The Company has registered Hidetoshi Osawa, a candidate for a Director, as an Independent Director as stipulated by the Tokyo Stock Exchange.
4. Pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act and the Articles of Incorporation, the Company has entered into a limited liability agreement with Hidetoshi Osawa, which limits his liabilities under Article 423, Paragraph 1 of the Companies Act to the minimum liability amount under Article 425 of the Companies Act. In the event of his election and appointment as an Outside Director, the Company plans to continue the limited liability agreement with him.

5. The Company has concluded a directors and officers liability insurance contract with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. If the election of the candidates for Directors is approved, they will continue to be included as insured under the insurance contract. The insurance contract is scheduled to be updated with the same contents on the next renewal.

2. Candidates for Directors who are Audit & Supervisory Committee Members

Name	Current title	Appointment / reappointment
Tatsuya Nagase	Outside Audit & Supervisory Board Member	To be newly appointed
Shuhei Sakuno	Outside Audit & Supervisory Board Member	To be newly appointed
Michiko Kagami (Michiko Saito)	Outside Director	To be newly appointed

(Notes)

1. There are no special interests between each of the candidates and the Company.
2. Tatsuya Nagase, Shuhei Sakuno, and Michiko Kagami (Michiko Saito) are candidates for Outside Directors who are Audit & Supervisory Committee Members.
3. The Company has registered Tatsuya Nagase, Shuhei Sakuno, and Michiko Kagami (Michiko Saito), candidates for Directors, as Independent Directors as stipulated by the Tokyo Stock Exchange.
4. Pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act and the Articles of Incorporation, the Company has entered into a limited liability agreement with Tatsuya Nagase and Shuhei Sakuno, which limits their liabilities under Article 423, Paragraph 1 of the Companies Act to the minimum liability amount under Article 425 of the Companies Act. In the event of their election and appointment, the Company plans to enter into the same agreement with them.
5. Pursuant to the provisions of Article 427, Paragraph 1 of the Companies Act and the Articles of Incorporation, the Company has entered into a limited liability agreement with Michiko Kagami (Michiko Saito), which limits her liabilities under Article 423, Paragraph 1 of the Companies Act to the minimum liability amount under Article 425 of the Companies Act. In the event of her election and appointment, the Company plans to continue the limited liability agreement with her.
6. The Company has concluded a directors and officers liability insurance contract with an insurance company as stipulated in Article 430-3, Paragraph 1 of the Companies Act. In the event of their election and appointment, they will be included as insured under the insurance contract. The insurance contract is scheduled to be updated with the same contents on the next renewal.