

May 26, 2026

Company name: UT Group Co., Ltd.
 Representative: Manabu Sotomura
 President and Representative Director
 (Securities code: 2146, TSE Prime Market)
 For inquiries: Takahito Yamada
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 Service Infrastructure Division
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Notice Concerning Changes of Directors

UT Group Co., Ltd. announces that the following changes were preliminary decided at a meeting of the Board of Directors on May 25, 2026. The changes will be officially determined, pursuant to the approval of the 19th annual general meeting of shareholders to be held on June 27, 2026, and of the subsequent Board of Directors meeting.

1. Change of Directors (reappointed)

Name	New title	Current title
Yoichi Wakayama	Chairman and Representative Director	Same as left
Manabu Sotomura	President and Representative Director	Same as left
Taisuke Igaki	Board Director (Outside) and Audit & Supervisory Committee Member*	Same as left
Takako Hayashi	Board Director (Outside) and Audit & Supervisory Committee Member*	Same as left

* UT Group will submit the notification of Mr.Igaki's and Ms.Hayashi's appointments as independent directors to the Tokyo Stock Exchange.

2. Change of Directors (newly appointed)

(1) Candidate for new director

Name	New title	Current title
Ryuichi Ishii	Board Director (Outside) and Audit & Supervisory Committee Member	—

(2) Career record of candidate for new director

Name (Date of birth)	Career record		Number of shares held
Ryuichi Ishii (Born on May 31, 1965)	Apr 1989	Joined Bridgestone Corporation	— shares
	Jan 1995	Bridgestone Firestone Inc. (US)	
	Jan 2000	Joined Sony Corporation (currently, Sony Group Corporation)	
	May 2003	Sony Electronics Inc. (US)	
	Aug 2008	CEO, So-net Entertainment Taiwan Limited	
	May 2012	IPS Business/Corporate Solutions Business, Executive Officer, So-net Corporation (currently, Sony Network Communications Inc.)	
	Jan 2014	President and CEO, So-net Corporation	
	Jan 2014	Outside Director, So-net Media Networks Corporation (currently, SMN Corporation)	
	Jan 2017	President and Representative Director, So-net Media Networks Corporation (currently, SMN Corporation)	
	Jun 2021	Chairman and Representative Director, SMN Corporation	
	Jan 2023	Outside Director, Arc System Works Co.,Ltd. (current)	
	Apr 2023	Representative Director and President/Co-Founder, Quantum Leaps Growth Initiatives Corporation (current)	
	Jun 2023	Outside Director and Member of the Audit and Supervisory Committee, Net Protections Holdings, Inc. (current)	
	Sep 2023	Outside Director, BrainPad Inc. (current)	
	Jun 2024	Outside Director, T-Gaia Corporation (current)	

(3) Reason for appointment

Mr. Ryuichi Ishii has extensive experience in global management, alongside a proven track record of leading IT and digital businesses. The Company has nominated him as a candidate for outside director who is an Audit and Supervisory Committee member, expecting that his deep insight and experience in implementing AI and digital technologies into business operations from a management perspective will be utilized to add higher value to the Group's staffing services and enhance its corporate value over the medium to long term. Upon his appointment, the Company will submit a notification of Mr. Ishii as an independent director to the Tokyo Stock Exchange.

3. Change of director (to retire)

Scheduled to retire at the conclusion of the 19th Annual General Meeting of Shareholders to be held on June 27, 2026

Name	Title after retirement	Current title
Koichi Shima	—	Board Director (Outside) and Audit & Supervisory Committee Member

End