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To Our Shareholders and Investors



March 27, 2026

Company name: Startia Holdings, Inc.
Name of representative: Hideyuki Hongo, Director and President
(Code: 3393, TSE Prime Market)
Inquiries: Takao Uematsu, Executive Officer and CFO, and
General Manager of Corporate Headquarters
(Tel: +81-3-5339-2109)

Notice Concerning Changes in Representative Directors and Executive Personnel of the Group

Startia Holdings, Inc. (the "Company") hereby announces that its Board of Directors today determined the candidates for Directors to be proposed at the 31st Ordinary General Meeting of Shareholders scheduled for June 18, 2026. The Company also determined executive personnel changes for its subsidiaries, as follows:

1. Changes in Representative Directors

(1) Reasons for the Changes

To achieve sustainable enhancement of corporate value, the Company has been considering a smooth succession plan for Hideyuki Hongo, the founder and current Representative Director and President.

Kenichi Kitamura, the candidate for the next Representative Director and President, has held key positions including Representative Director of Cloud CIRCUS, Inc. (a consolidated subsidiary) and Executive Officer and COO of the Company. He possesses high-level strategic planning capabilities and extensive management experience.

Hideyuki Hongo, the current Representative Director and President, has led the Company's development with strong leadership since its founding. As Representative Director and Chairman, he will leverage his wealth of experience to support the new management structure and focus on further strengthening and enhancing the Group's management system.

(2) Details of the Changes

Name	New Title	Current Title
Hideyuki Hongo *1	Representative Director and Chairman	Representative Director and President
Kenichi Kitamura *2	Representative Director and President	Executive Officer, COO, and General Manager of Business Strategy Headquarters*2

Notes:

*1. Mr. Hideyuki Hongo is scheduled to be appointed following approval at the 31st Ordinary General Meeting of Shareholders to be held on June 18, 2026, and the subsequent Board of Directors meeting.

*2. Mr. Kenichi Kitamura is scheduled to assume the position of Executive Vice President and Executive Officer on April 1, 2026. Subsequently, he is scheduled to be appointed as Representative Director and President, subject to approval at the 31st Ordinary General Meeting of Shareholders to be held on June 18, 2026, and the subsequent Board of Directors meeting.

(3) Career Summary of the New Representative Director and President

Date of Birth	Career Summary	Number of Shares Held
September 23, 1977	<p>Jun. 2001: Joined ND Telecom Co., Ltd. (currently the Company)</p> <p>Apr. 2008: Executive Officer and General Manager of Internet Media Content Business Dept.</p> <p>Apr. 2009: Representative Director and President Of Startia Lab, Inc. (currently Cloud CIRCUS, Inc.)</p> <p>Apr. 2010: General Manager of Web Solution Business Dept.</p> <p>Apr. 2012: Managing Executive Officer</p> <p>Jan. 2019: Director of AsiaQuest Co., Ltd.</p> <p>May. 2019: Group Managing Executive Officer (in charge of Digital Marketing Business)</p> <p>Jun. 2020: Director of the Company; Representative Director, President, and CEO of Startia Lab, Inc.</p> <p>Jul. 2021: Representative Director and CEO of Cloud CIRCUS, Inc.</p> <p>Jun. 2024: Director of the Company (current)</p> <p>Jun. 2024: Director of Startia Raise, Inc. (current)</p> <p>Apr. 2025: Executive Officer, COO, and General Manager of Business Strategy Headquarters (current); Director of Startia, Inc. (current)</p>	60,400 shares

(4) Scheduled Date of Appointment

June 18, 2026

2. Executive Personnel Changes

Individuals newly appointed to executive positions are marked as "(Newly Appointed)."

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

(To be proposed at the 31st Ordinary General Meeting of Shareholders scheduled for June 18, 2026)

Name	New Title	Current Title
Hiroshi Kurihara	Outside Director	(Same as current)
Norihiro Shimogaki	Outside Director (Newly Appointed)	-

(2) Retiring Directors

(Scheduled to retire at the conclusion of the 31st Ordinary General Meeting of Shareholders on June 18, 2026)

Name	Title After Retirement	Current Title
Mitsuru Kasai	Senior Managing Executive Officer	Director
Masakatsu Furukawa	Executive Officer	Director
Tetsuhiro Nakamoto	Outside Director (Audit & Supervisory Committee Member)	Outside Director
Yuko Furuichi	-	Outside Director
Junko Gono	-	Outside Director (Audit & Supervisory Committee Member)

(3) Candidate for Director who is an Audit & Supervisory Committee Member

(To be proposed at the 31st Ordinary General Meeting of Shareholders scheduled for June 18, 2026)

Name	New Title	Current Title
Tetsuhiro Nakamoto	Outside Director, Audit & Supervisory Committee Member (Newly Appointed)	Outside Director

(4) Executive Officers (Scheduled for April 1, 2026)

Name	New Title	Current Title
Mitsuru Kasai	Senior Managing Executive Officer (In charge of IT Infrastructure Segment) (Newly Appointed)	Director
Akihiro Kanai	Executive Officer (In charge of DX Solution Segment) (Newly Appointed)	–
Takao Uematsu	Executive Officer and CFO (In charge of Finance & Accounting Dept. and PR/IR Dept.)	Executive Officer and CFO, and General Manager of Corporate Headquarters
Tomonori Suzuki	Executive Officer and CAO (In charge of Sales Management Dept.) (Newly Appointed)	–
Takumi Ishida	Executive Officer and CDO (In charge of M&A Promotion Dept. and AI/Data Strategy Dept.) (Newly Appointed)	Manager of Marketing Dept. and M&A Promotion Dept.
Shimpei Ishii	Executive Officer and CHRO (In charge of HR & General Affairs Dept. and Talent Acquisition Dept.)	Executive Officer and CHRO of HR & General Affairs Dept.
Masakatsu Furukawa	Executive Officer of Corporate Venture Capital Dept. (Newly Appointed)	Director
Hirohisa Hinaga	Executive Officer of Information System Dept.	Executive Officer and CDO of Information System Dept.
Akira Saiga	Executive Officer of Corporate Administration Dept. (Newly Appointed)	–
Hiroshi Sugiyama	Executive Officer of Legal Dept.	Executive Officer of Legal Dept.

3. Executive Personnel Changes of Subsidiaries

(1) Startia, Inc. (Scheduled to assume office on April 1, 2026)

Name	New Title	Current Title
Yuichi Hirasawa	Representative Director and President	(Same as current)
Mitsuru Kasai	Director and Chairman	(Same as current)
Sojiro Mori	Director and Executive Officer (In charge of Area Communication Dept.) (Newly Appointed)	Executive Officer of Area Communication Dept.
Yuji Oda	Outside Director	(Same as current)
Takao Uematsu	Audit & Supervisory Board Member	(Same as current)
Akira Saiga	Executive Officer of Corporate Planning Office	(Same as current)
Hirokazu Hashimoto	Executive Officer of President's Office	(Same as current)
Harutaka Ishizuka	Executive Officer of Partner Business Dept. and Office Solution Dept.	(Same as current)
Shimpei Ishii	Executive Officer of Human Resources Development Dept.	(Same as current)
Tomonori Suzuki	Executive Officer of Administration Dept., Tech Support Dept., and Customer Success Dept.	(Same as current)
Yuta Kawashimo	Executive Officer of Area Communication Dept. (West Japan Area) (Newly Appointed)	Manager of Area Communication Dept. (West Japan Area)
Kenichi Kitamura *1	–	Director

*1. Scheduled to resign effective March 31, 2026.

(2) Cloud CIRCUS, Inc. (Scheduled to assume office on April 1, 2026)

Name	New Title	Current Title
Akihiro Kanai	Representative Director and President	(Same as current)
Yasuhiro Otomo	Director and Executive Officer	Director
Jiro Tanaka	Director and Executive Officer (Newly Appointed)	Executive Officer of Consulting Headquarters
Takao Uematsu	Audit & Supervisory Board Member	(Same as current)
Yoshinori Saito	Executive Officer	(Same as current)
Kohki Hashiguchi	Executive Officer (Newly Appointed)	Leader of Fullstar Business Div.
Mitsuru Kasai *1	-	Director

*1. Scheduled to resign effective March 31, 2026.

(3) Startia Technos, Inc. (Formerly: Startia Raise, Inc. – Name change effective April 1, 2026)

(Scheduled to assume office on April 1, 2026)

Name	New Title	Current Title
Yusuke Okamoto	Representative Director and President (Newly Appointed)	-
Kenta Suzuki	Director and Executive Officer	Representative Director and President
Masakatsu Furukawa	Director	(Same as current)
Akihiro Kanai	Director (Newly Appointed)	-
Takao Uematsu	Audit & Supervisory Board Member	(Same as current)
Kenichi Kitamura *1	-	Director

*1. Scheduled to resign effective March 31, 2026.

(4) Startia Will, Inc.

Name	New Title	Current Title
Mitsuru Kasai	Representative Director and President	(Same as current)
Takao Uematsu	Audit & Supervisory Board Member	(Same as current)

(5) BC Media, Inc.

Name	New Title	Current Title
Yuta Kawashimo	Representative Director and President	(Same as current)
Yuji Minehata	Executive Officer	(Same as current)

(6) NOS Corporation(Scheduled to assume office on April 1, 2026)

Name	New Title	Current Title
Takayuki Miyabayashi	Representative Director and President (Newly Appointed)	-
Sojiro Mori	Director	(Same as current)
Sho Iguchi	Director	Representative Director and President

(7) Startia Lead, Inc.

Name	New Title	Current Title
Hironobu Nagaoka	Representative Director and President	(Same as current)
Tomonori Suzuki	Director and Executive Officer	(Same as current)
Takao Uematsu	Audit & Supervisory Board Member	(Same as current)
Yuya Kojima	Executive Officer	(Same as current)
Masaichi Ikeda	Executive Officer	(Same as current)

(8) Business Service, Inc. (Scheduled to assume office on April 1, 2026)

Name	New Title	Current Title
Naoki Shimamoto	Representative Director and President (Newly Appointed)	-
Tatsuya Fukuzumi	Director	Representative Director and President

(9) Startia Asia Pte. Ltd.

Name	New Title	Current Title
Akihiro Kanai	President / Director	(Same as current)
Hideyuki Hongo	Director	(Same as current)
Hiroshi Sugiyama	Director	(Same as current)
Masayuki Okuno	Director (Outside)	(Same as current)

(10) Fujifilm BI Nara, Inc.

(Shareholding: Startia, Inc. 66.6%, Fujifilm Business Innovation Japan Corp. 33.4%)

Name	New Title(Concurrent Post)	Current Title(Concurrent Post)
Yoshihiko Nezu	Representative Director and President (Startia, Inc.) (Newly Appointed)	-
Hirokazu Hashimoto	Director (Startia, Inc.)	(Same as current)
Yoko Shiraishi	Director (Fujifilm Business Innovation Japan Corp.)	(Same as current)
Yuta Kawashimo	Director (Startia, Inc.) (Newly Appointed)	-
Bun Kojima	Audit & Supervisory Board Member (Startia Holdings, Inc.)	(Same as current)
Shingo Amano	Audit & Supervisory Board Member (Fujifilm Business Innovation Japan Corp.)	(Same as current)
Yusuke Okamoto *1	-	Representative Director and President (Startia, Inc.)

*1. Scheduled to resign effective March 31, 2026.

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