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Securities code: 4323
June 11, 2025

To Shareholders with Voting Rights:

Takeaki Hirabayashi
President and CEO
Japan System Techniques Co., Ltd.
2-3-18 Nakanoshima, Kita-ku,
Osaka-shi, Osaka

**NOTICE OF
THE 53rd ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby inform you that the 53rd Annual General Meeting of Shareholders of Japan System Techniques Co., Ltd. (the “Company”) will be held as described below.

In convening this meeting, the Company is taking measures for electronic provision and has posted electronic provision measures matters as “Notice of the 53rd Annual General Meeting of Shareholders” on the following website.

Company website: <https://www.jast.jp/en/ir/library/meeting/>

In addition, the information is posted on the following website. To view it, access the website at the following URL, enter the Company’s name or securities code to perform a search, select “Basic information” and then “Documents for public inspection/PR information.”

Tokyo Stock Exchange website:
<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

If you are not attending the meeting in person, please review the Reference Documents for the General Meeting of Shareholders included in the electronic provision measures matters, and exercise your voting rights in accordance with the “Guide to Exercising Voting Rights” below (in the Japanese version only) by no later than 5:30 p.m. Japan time on Wednesday, June 25, 2025.

- 1. Date and Time:** Thursday, June 26, 2025 at 10:00 a.m. Japan time
(Reception starts at 9:00 a.m.)
- 2. Place:** Conference room, Nakanoshima Festival Tower 26F
2-3-18 Nakanoshima, Kita-ku, Osaka-shi, Osaka
(Please note that the venue's floor is different from last year. Please make sure to go to the right floor.)
- 3. Meeting Agenda:**
- Matters to be reported:**
1. The Business Report and the Consolidated Financial Statements for the Company's 53rd fiscal year (from April 1, 2024 to March 31, 2025), and the results of audits of the Consolidated Financial Statements by the Independent Auditor and the Audit & Supervisory Committee
 2. The Non-consolidated Financial Statements for the Company's 53rd fiscal year (from April 1, 2024 to March 31, 2025)
- Proposals to be resolved:**
- Proposal 1:** Election of Eight (8) Directors (excluding Directors Who Are Audit & Supervisory Committee Members)
- Proposal 2:** Election of One (1) Substitute Director Who Is Audit & Supervisory Committee Member
- Any changes made to the electronic provision measures matters will be notified on the websites they are posted on.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal 1: Election of Eight (8) Directors (excluding Directors Who Are Audit & Supervisory Committee Members)

The terms of office of all eight (8) Directors (excluding Directors who are Audit & Supervisory Committee Members; hereinafter the same shall apply in this proposal) will expire at the conclusion of this meeting.

The Company therefore requests the election of eight (8) Directors (of which, three (3) are External Directors).


The Company has established a voluntary Nomination and Remuneration Committee which is chaired by an independent External Director and consists of at least half of the members who are independent External Directors, with the aim of strengthening the fairness, transparency, and objectivity of the procedures related to nomination, remuneration, etc. of Directors and further enhancing corporate governance. Candidates have been selected upon deliberation and report by said committee.


The Director candidates are as follows:


No.	Name	Gender	Current positions at the Company	Attribute	Attendance at the Board of Directors meetings
1	Taku Hirabayashi [Reappointment]	Male	Director Senior Officer		13/13 (100%)
2	Takeaki Hirabayashi [Reappointment]	Male	President and CEO		13/13 (100%)
3	Hiroaki Ban [Reappointment]	Male	Director Vice President		13/13 (100%)
4	Yuji Tsuchiya [Reappointment]	Male	Director Executive Officer		13/13 (100%)
5	Chiharu Muguruma [Reappointment]	Male	Director Executive Officer		13/13 (100%)
6	Toshiyuki Akiba [Reappointment]	Male	External Director	[External] [Independent]	13/13 (100%)
7	Gao Yongdong [Reappointment]	Male	External Director	[External]	10/11 (90%)
8	Jiro Yasu [New candidate]	Male	—	[External] [Independent]	—


- Notes:
1. There is no special interest between any of the candidates and the Company.
 2. Mr. Toshiyuki Akiba, Mr. Gao Yongdong, and Mr. Jiro Yasu are candidates for External Directors.
 3. The Company has concluded agreements with Mr. Toshiyuki Akiba and Mr. Gao Yongdong limiting liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act. The limit of the amount of liability for damages under the agreements shall be the amount stipulated by laws and regulations. If they are reelected, the Company plans to continue the agreements with them. In addition, if the election of Mr. Jiro Yasu is approved, the Company plans to enter into a similar liability limitation agreement with him.
 4. The directors and officers liability insurance contract is as described in “Outline of Contents of Directors and Officers Liability Insurance Contract” in the Business Report. If each candidate is elected, they will be included in the insured persons of this contract.


5. The Company has provided notification that Mr. Toshiyuki Akiba is an Independent Director in accordance with the regulations of the Tokyo Stock Exchange. If he is reelected, the Company plans that he remain an Independent Director. In addition, Mr. Jiro Yasu satisfies the requirements for Independent Directors as prescribed by the Tokyo Stock Exchange. If his election is approved, the Company will register him as an Independent Director with the Tokyo Stock Exchange.


No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
1	 <p>Taku Hirabayashi (June 7, 1969)</p> <p>[Reappointment]</p> <p>Number of years served as Director: 2 years (at the conclusion of this meeting)</p>	<p>April 1992 Joined Fujitsu Limited</p> <p>April 1998 Joined the Company</p> <p>June 2023 Director in Charge of Management Planning & Business Administration; and General Manager, Management Planning Department, the Company</p> <p>April 2024 Director and Senior Officer in charge of Finance & IR, the Company (current position)</p>	558,680
<p>[Reason for nomination as candidate for Director]</p> <p>Since his appointment as a Director in 2023, Mr. Taku Hirabayashi has executed his duties in the management planning and administrative departments. The Company has judged that he is an essential person, taking charge of finance and IR from 2024, for further improving the effectiveness of decision-making and supervisory functions for the Company to achieve sustainable growth and medium- to long-term corporate value. Accordingly, the Company has renominated him as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
2	 <p>Takeaki Hirabayashi (April 23, 1938)</p> <p>[Reappointment]</p> <p>Number of years served as Director: 53 years (at the conclusion of this meeting)</p>	<p>March 1973 Established the Company, Representative Director</p> <p>April 2005 President and CEO</p> <p>June 2020 President and CEO (current position)</p> <p>[Significant concurrent positions]</p> <p>Representative Director, Just Co., Ltd.</p>	485,900
<p>[Reason for nomination as candidate for Director]</p> <p>Having led the Company's group in making important management decisions, etc. as Representative Director since the Company's establishment, Mr. Takeaki Hirabayashi has strived to ensure understanding and acceptance of values by executing management philosophy and to lay the groundwork for growth. As he has thus played important roles as a Director, the Company has renominated him as a candidate for Director.</p>			


No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
3	 <p>Hiroaki Ban (January 13, 1961)</p> <p>[Reappointment]</p> <p>Number of years served as Director: 13 years (at the conclusion of this meeting)</p>	<p>January 1981 Joined the Company</p> <p>June 2012 Director in Charge of Tokyo Software; and General Manager, Eastern Japan Software Division, the Company</p> <p>June 2019 Executive Director in Charge of Eastern Japan Region, Medical Big Data Business, and Tokyo New Business Promotion, the Company</p> <p>June 2021 Senior Executive Director in Charge of Eastern Japan Region, Medical Big Data Business, Tokyo New Business Promotion, and Global Business, the Company</p> <p>April 2024 Director and Vice President in Charge of Medical Big Data Business, Tokyo New Business Promotion, Global Business, and Staff Department, the Company</p> <p>April 2025 Director and Vice President, the Company (current position)</p> <p>[Significant concurrent positions] Director, JAST Asia Pacific Co., Ltd. Director, Virtual Calibre SDN. BHD. Director, Virtual Calibre MSC SDN. BHD.</p>	114,200
<p>[Reason for nomination as candidate for Director]</p> <p>Since his appointment as a Director in 2012, Mr. Hiroaki Ban has played important roles, including executing business and making management decisions/supervising management, as a Director in charge of the Eastern Japan Region and Medical Big Data Business, and since he was appointed as a Vice President in 2024, he has led the management of the group. In light of his experience and achievements, the Company has renominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions		Number of shares of the Company held
4	 Yuji Tsuchiya (June 8, 1962) [Reappointment] Number of years served as Director: 9 years (at the conclusion of this meeting)	March 1983	Joined the Company	92,600
		June 2016	Director in Charge of GAKUEN Business, the Company	
		April 2024	Director and Executive Officer in Charge of GAKUEN Business, New Business Promotion, BankNeo Business, and Western Japan System Integration Business, the Company	
		April 2025	Director and Executive Officer in charge of BankNeo Business, the Company (current position)	
[Reason for nomination as candidate for Director] Since his appointment as a Director in 2016, Mr. Yuji Tsuchiya has played important roles, including executing business and supporting management decisions, and led efforts to expand the Company's branded products as a Director in charge of GAKUEN Business, BankNeo Business, and system integration business in western Japan. As he has strived to enhance corporate value of the Company's group as a Director and Executive Officer since 2024, the Company has renominated him as a candidate for Director.				

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
5	 <p>Chiharu Muguruma (October 22, 1964)</p> <p>[Reappointment]</p> <p>Number of years served as Director: 6 years (at the conclusion of this meeting)</p>	<p>April 1988 Joined the Company</p> <p>June 2019 Director in Charge of Eastern Japan System Integration Business, the Company</p> <p>April 2023 Director in Charge of Eastern Japan System Integration Business; Digital Transformation Promotion; and General Manager, ASEAN Business Division, the Company</p> <p>April 2024 Director and Executive Officer in charge of Corporate Department, General Manager, Management Planning Department, the Company (current position)</p>	52,300
<p>[Reason for nomination as candidate for Director]</p> <p>Since his appointment as a Director in 2019, Mr. Chiharu Muguruma has played important roles as a Director in charge of the Company's system integration business in eastern Japan and, in Global Business, led the improvement of corporate value of subsidiaries in the Association of Southeast Asian Nations region, and since 2024, strived to play an important role including management decision-making and supervision as a Director and Executive Officer in charge of Corporate Department. Accordingly, the Company has renominated him as a candidate for Director.</p>			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
6	 <p>Toshiyuki Akiba (June 18, 1956)</p> <p>[Reappointment] [External] [Independent]</p> <p>Number of years served as Director: 4 years (at the conclusion of this meeting)</p>	<p>April 1980 Joined Canon Sales Co., Inc. (now Canon Marketing Japan Inc.)</p> <p>March 2004 President, Canon Supercomputing S.I. Inc.; and President, Canon Solutions Service Inc., a subsidiary of Canon Supercomputing S.I. Inc. (serving concurrently)</p> <p>January 2012 Director (part-time), Canon BizAttenda Inc. Director (part-time), Qualysite Technologies Inc.</p> <p>July 2013 Director, Ftime Corporation</p> <p>June 2015 Managing Director, Ftime Corporation</p> <p>June 2021 External Director, the Company (current position)</p>	0
<p>[Reason for nomination as candidate for External Director and a description of the expected roles]</p> <p>Having held multiple important positions including Representative Director at other companies, Mr. Toshiyuki Akiba has a large network of contacts including IT vendors, abundant experience, and a broad range of knowledge in the information and communication industry, and the Company expects him to leverage his abilities to provide supervision and advice, particularly from the expert viewpoint, concerning the Company's management in business expansion and in the creation of growth opportunities including new customer acquisition and alliance expansion; thus, the Company has renominated him as a candidate for External Director. In addition, as a member the voluntary Nomination and Remuneration Committee, he has played an important role for the committee to formulate recommendations to the Board of Directors by offering objective opinions from an independent standpoint. The period for which Mr. Toshiyuki Akiba has served as an External Director for the Company will be four (4) years at the conclusion of this meeting.</p>			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
7	 <p>Gao Yongdong (November 14, 1964)</p> <p>[Reappointment] [External]</p> <p>Number of years served as Director: 1 year (at the conclusion of this meeting)</p>	<p>August 1998 Participated in establishment of BNIS Co., Ltd., Director and Vice President</p> <p>December 2002 Vice Chairman and General Manager, Wuxi Huaxia Computer Technology Co., Ltd.</p> <p>April 2011 Vice Chairman and General Manager, Wuxi NTT DATA Co., Ltd.</p> <p>January 2013 Chairman, Wuxi NTT DATA Co., Ltd.</p> <p>April 2014 Director (part-time), NTT DATA (China) Co., Ltd. (current position)</p> <p>January 2015 President, NTT DATA (China) Information Technology Co., Ltd. Director (part-time), NTT DATA (China) Investment Co., Ltd. (current position)</p> <p>June 2017 Chairman and President, NTT DATA (China) Information Technology Co., Ltd. (current position)</p> <p>June 2024 External Director, the Company (current position)</p> <p>July 2024 Representative Director, NTT DATA Information Technology Co., Ltd. (current position)</p> <p>[Significant concurrent positions] Chairman and President, NTT DATA (China) Information Technology Co., Ltd. Director (part-time), NTT DATA (China) Investment Co., Ltd. Director (part-time), NTT DATA (China) Co., Ltd. Representative Director, NTT DATA Information Technology Co., Ltd.</p>	0
<p>[Reason for nomination as candidate for External Director and a description of the expected roles]</p> <p>Mr. Gao Yongdong has accumulated abundant experience in the IT industry, including important positions at a major Japanese SI group company, and the Company expects that he will provide supervision, advice, etc., on the execution of duties by Directors from the expert viewpoint; thus, the Company has renominated him as a candidate for External Director. In addition, he is a foreign national with a wealth of business experience in China, and the Company has judged that he can be expected to strengthen the functions of the Board of Directors of the Company by pointing out and making proposals on issues related to the overall management of the Company based on his global insight. The period for which Mr. Gao Yongdong has served as an External Director for the Company will be one (1) year at the conclusion of this meeting.</p>			

No.	Name (Date of birth)	Career summary, positions, responsibilities, and significant concurrent positions	Number of shares of the Company held
8	 <p>Jiro Yasu (April 20, 1973)</p> <p>[New candidate] [External] [Independent]</p> <p>Number of years served as Director: – years (at the conclusion of this meeting)</p>	<p>May 2001 Senior Vice President, First Eagle Investment Management, LLC</p> <p>April 2005 Director in charge of New Business Promotion, Jyujiya Securities Co., Ltd.</p> <p>May 2006 Founded VARECS Partners Limited, Representative Director (current position)</p> <p>April 2012 Director, Jyujiya Holdings, Inc.</p> <p>December 2013 Director, FUJII SHUZOU Co., Ltd. (current position)</p> <p>September 2018 Director, JWC Inc. (current position)</p> <p>June 2022 Representative Director, Jyujiya Holdings, Inc. (current position)</p> <p>[Significant concurrent positions] Representative Director, VARECS Partners Limited Representative Director, Jyujiya Holdings, Inc. Director, FUJII SHUZOU Co., Ltd. Director, JWC Inc.</p>	0
<p>[Reason for nomination as candidate for External Director and a description of the expected roles]</p> <p>Mr. Jiro Yasu has the knowledge required as a financial professional holding the Chartered Financial Analyst (CFA) designation and abundant experience as a portfolio manager, and the Company expects him to leverage his abilities to provide supervision, advice, etc. to the Company's management from the managerial perspective, particularly concerning the sustainable growth of the Company's group and the enhancement of its valuation; thus, the Company has nominated him as a candidate for External Director.</p>			

(Reference) Expertise and experience of the Directors (Skill matrix)

If Proposal 1 is approved as originally proposed, the expertise and experience of Directors (Skill matrix) will be as follows.

Name	Position after the conclusion of the meeting (planned)	Attribute	Expertise and experience					
		Independence	Corporate management	IT DX	Global business	Finance Accounting	Legal affairs Governance	Brand strategy Marketing
Taku Hirabayashi	President and CEO		●	●		●		●
Takeaki Hirabayashi	Director Chairman		●	●	●			●
Hiroaki Ban	Director Vice President		●	●	●			●
Yuji Tsuchiya	Director Executive Officer		●	●	●			●
Chiharu Muguruma	Director Executive Officer		●	●	●			●
Toshiyuki Akiba	External Director	●	●	●				●
Gao Yongdong	External Director		●	●	●			
Jiro Yasu	External Director	●	●		●	●		
Masami Yabushita	Director Full-time Audit & Supervisory Committee Member			●				●
Jiro Mogami	External Director Audit & Supervisory Committee Member	●	●				●	
Misa Machida	External Director Audit & Supervisory Committee Member	●				●		

Note:

The table above does not represent all the knowledge and experience.

Proposal 2: Election of One (1) Substitute Director Who Is Audit & Supervisory Committee Member

At the 52nd Annual General Meeting of Shareholders, Mr. Keizo Yamamoto was elected as a substitute Director who is Audit & Supervisory Committee Member. However, as a result of reviewing the composition of the Audit & Supervisory Committee, the effectiveness of his election was cancelled by resolution of the Board of Directors, with the consent of the Audit & Supervisory Committee. Accordingly, the election of one (1) substitute Director who is Audit & Supervisory Committee Member is newly proposed, to prepare for a case of a shortfall in the number of Directors who are Audit & Supervisory Committee Members prescribed by laws and regulations.

The effectiveness of the election of Mr. Ryoji Hirakawa may be cancelled by resolution of the Board of Directors, with the consent of the Audit & Supervisory Committee, provided it is prior to his assumption of office.

In addition, we note that the Company has obtained consent from the Audit & Supervisory Committee about this proposal.

The candidate for substitute Director who is Audit & Supervisory Committee Member is as follows:

Name (Date of birth)	Career summary, positions, and significant concurrent positions	Number of shares of the Company held
Ryoji Hirakawa (December 8, 1978)	<p>April 2004 Joined DOUJIMA SOUGOU LAW OFFICE</p> <p>January 2011 Established Ryoji Law Office (now Horikawabashi Law Office)</p> <p>[Significant concurrent positions]</p> <p>Managing Partner, Horikawabashi Law Office</p>	0

[Reason for nomination as candidate for substitute External Director who is Audit & Supervisory Committee Member and overview of the expected roles]

Mr. Ryoji Hirakawa has been nominated as a substitute Director who is Audit & Supervisory Committee Member as he is appropriate to serve as External Director in case the number of Directors who are Audit & Supervisory Committee Members of the Company falls short, considering the high level of his expertise on legal and governance, which he developed as an attorney. The Company notes that, although Mr. Hirakawa does not have the experience of being directly involved in the management of a company, the Company judged that he will be able to appropriately perform the duty as a Director who is Audit & Supervisory Committee Member of the Company, because of the above reason.

- Notes:
1. There is no special interest between Mr. Ryoji Hirakawa and the Company.
 2. Mr. Ryoji Hirakawa is a candidate for substitute External Director who is Audit & Supervisory Committee Member.
 3. In accordance with its Articles of Incorporation, the Company plans to conclude an agreement with Mr. Ryoji Hirakawa limiting liability for damages as stipulated in Article 423, Paragraph 1 of the Companies Act if he takes office as Director who is Audit & Supervisory Committee Member. The limit of the amount of liability for damages under the agreement shall be the amount stipulated by laws and regulations.
 4. The directors and officers liability insurance contract is as described in “Outline of Contents of Directors and Officers Liability Insurance Contract” in the Business Report. If Mr. Ryoji Hirakawa assumes office as Director who is Audit & Supervisory Committee Member, he will be included in the insured persons of this contract.
 5. Mr. Ryoji Hirakawa satisfies the requirements for Independent Directors as prescribed by the Tokyo Stock Exchange. If his election is approved, the Company will register him as an Independent Director with the Tokyo Stock Exchange.