



May 9, 2025

To whom it may concern,

Company name: KAPPA-CREATE CO., LTD.
Representative: Tsuyoshi Yamakado, President and Representative Director
(Securities CODE 7421 TSE PRIME)
Inquiries: Fumio Fukutani, General Manager, Corporate Strategy Division
(TEL +81-45-224-7095)

Notice of Executive Personnel Changes

Based on the recommendation of the Nomination and Remuneration Advisory Committee, we hereby announce that the Board of Directors, at its meeting held on May 9, 2025, has tentatively decided on the following changes in the composition of the Board of Directors.

Please note that this matter is subject to approval at the 47th Annual General Meeting of Shareholders scheduled to be held on June 20, 2025, and will be formally decided at the Board of Directors meeting following the conclusion of the General Meeting.

1. Director (excluding Directors who are members of the Audit & Supervisory Committee)
 - (1) Three candidates for Directors other than Audit and Supervisory Committee members to be proposed at the 47th Annual General Meeting of Shareholders

Name	New position	New/Reappointed	Current position
Tsuyoshi Yamakado	President and Representative Director	Reappointed	President and Representative Director
Fumio Fukutani	Director and General Manager, Corporate Strategy Division	Newly appointed	General Manager, Corporate Strategy Division
Takuya Koumoto	Outside Director	Reappointed	Outside Director (Audit and Supervisory Committee member)

(Note) Takuya Koumoto is a candidate for outside director as defined in Article 2, Item 15 of the Companies Act.

- (2) Directors scheduled to retire at the conclusion of the 47th Annual General Meeting of Shareholders

Name	Current position
Keisuke Ishikawa	Director and General Manager, New Business and External Sales Department
Ryo Kubota	Director

2. Candidate for new director and biography

Name (Date of birth)	New position after appointment	Old position before appointment
Fumio Fukutani (March 18,1979)	Director and General Manager, Corporate Strategic Division	General Manager, Corporate Strategic Division
Primary biography		
April 2001 KAPPA-CREATE CO., LTD. September 2021 KAPPA-CREATE CO., LTD. General Manager, Corporate Planning Department March 2023 KAPPA-CREATE CO., LTD. General Manager, Administration Department April 2024 KAPPA-CREATE CO., LTD. General Manager, Corporate Strategy Division (current)		

【Scheduled date of appointment】

June 20, 2025

End

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.