

To all shareholders:

Fumiaki Sato, President and Representative Director

PCA CORPORATION

1-2-21 Fujimi, Chiyoda-ku, Tokyo

Notice of Convening of the 45th Annual Shareholders' Meeting

We at PCA CORPORATION ("the Company") would like to invite you to attend our 45th Annual Shareholders' Meeting, to be held on Friday, June 20, 2025.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information as "Notice of the 45th Annual General Meeting of Shareholders" on the Company's website. Please access the Company's website by using the internet address shown below to review the information.

The Company's website:

<https://corp.pca.jp/> (in Japanese)

Tokyo Stock Exchange website:

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

Access the TSE website by using the internet address shown above, enter "PCA Corporation" in "Issue name (company name)" or the Company's securities code "9629" in "Code," and click "Search." Then, click "Basic information" and select "Documents for public inspection/PR information." Under "Filed information available for public inspection," click "Click here for access" under "[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting]."

1. Date and time: Friday, June 20, 2025 10:30 a.m. (JST)

*Reception starts at 10:00 a.m.

2. Place: 2F, PCA Building

1-2-21 Fujimi, Chiyoda-ku, Tokyo

* Please refer to the Guide Map to the Shareholders' Meeting Venue at the end of this document.

3. Agenda

Matters to be reported:

1. Business Report, Consolidated Financial Statements, and audit results by the Accounting Auditor and the Board of Auditors on the Consolidated Financial Statements for the 45th fiscal year (April 1, 2024 to March 31, 2025)

2. Non-consolidated Financial Statements for the 45th fiscal year (April 1, 2024 to March 31, 2025)

Matters to be resolved:

Proposal 1: Appropriation of Surplus

Proposal 2: Partial Amendment to the Articles of Incorporation

Proposal 3: Appointment of Eight Directors

Proposal 4: Appointment of One Auditor

4. Matters for Determination on Convening the Meeting

(1) If exercising voting rights in writing (by mail), if neither approval nor disapproval of a proposal is indicated on the voting form, the Company will deem that you indicated your approval of the proposal.

- (2) If you exercise your voting rights via the Internet multiple times, the vote exercised last will be deemed as the effective vote.
- (3) If you exercise your voting right in duplicate both via the Internet and in writing (by mail), the Company will only deem the vote exercised via the Internet as the effective vote.

Online Disclosure

1. For this general meeting of shareholders, paper-based documents stating items for which measures for providing information in electronic format are to be taken will be delivered to all shareholders regardless of whether they have made a request for delivery of such documents. Note that, among the items for which measures for providing information in electronic format are to be taken, in accordance with the provisions of laws and regulations and Article 15 of the Company's Articles of Incorporation, the following items are not provided in the paper-based documents that are delivered.

- (1) Systems for securing appropriate business practices and their status of implementation
- (2) Consolidated Statement of Changes in Shareholders' Equity
- (3) Notes to Consolidated Financial Statements
- (4) Non-consolidated Statement of Changes in Shareholders' Equity
- (5) Notes to Non-consolidated Financial Statements

The Consolidated Financial Statements, Non-consolidated Financial Statements, and Business Report included in this notice are an integral part of the Consolidated Financial Statements, Non-consolidated Financial Statements, and Business Report audited by the Accounting Auditor and Auditors when preparing the accounting audit report and audit report.

2. In the event to any revisions in items for which measures for providing information in electronic format, including informational materials for the general meeting of shareholders, the content of such revisions shall be posted to the listed websites.
 - If you attend as scheduled, we ask that you present your voting form to reception at the meeting place.
 - If you attend as scheduled, we ask that, in order to conserve paper, you bring this document with you as reference for the meeting's proceedings.

Please note that souvenirs for shareholders attending the meeting will not be provided. Thank you for your understanding.

Shareholders' Meeting Reference Document

Proposal 1: Appropriation of Surplus

The Company acknowledges that a positive economic value added (EVA) spread is essential for enhancing shareholder value and, ultimately, corporate value and, based on our medium-term basic policy of laying down a business foundation and transforming the corporate structure with the aim of long-term, stable business continuity and growth, we will strive to improve capital efficiency. With regard to our shareholder return policy, we will pursue capital efficiency by introducing balance sheet management with the goal of reaching 10% return on equity (ROE) even sooner and converting the EVA spread to positive within the term of the next Medium-term Management Plan.

In addition, until the above target is achieved, the Company will pay dividends with a consolidated dividend payout ratio of approximately 100% as its shareholder return policy.

As a result, the Company proposes an ordinary dividend of 87 yen per share.

1	Type of dividend property Cash
2	Allocation of dividend property to shareholders and total amount thereof 87 yen per share of the Company's common stock. Total dividends will be 1,744,519,041 yen.
3	Effective date of distribution of surplus June 23, 2025

Proposal 2: Partial Amendment to the Articles of Incorporation

With the aims of building a management structure equipped to respond flexibly to changes in the business environment, increasing opportunities to earn the trust of our shareholders, and clarifying the management responsibilities of Directors, we have decided to shorten the term of office of Directors from two years to one year, as set forth in Article 20 (Term of Office of Directors) of our Articles of Incorporation.

The following shows details of the changes.

(Amended portions are underlined.)

Current Articles of Incorporation	Proposed Amendment
Article 20 (Term of Office of Directors) 1. The term of office of Directors shall end at the conclusion of the Annual Shareholders' Meeting pertaining to the final fiscal year ending within <u>two</u> years of their appointment. 2. The term of office of a Director appointed as a replacement or additional member of the Board of Directors prior to the expiration of the term of office of a Director who has resigned shall be until the expiration of the term of office of the incumbent Director.	Article 20 (Term of Office of Directors) 1. The term of office of Directors shall end at the conclusion of the Annual Shareholders' Meeting pertaining to the final fiscal year ending within <u>one</u> year of their appointment. 2. The term of office of a Director appointed as a replacement or additional member of the Board of Directors prior to the expiration of the term of office of a Director who has resigned shall be until the expiration of the term of office of the incumbent Director.

Proposal 3: Appointment of Eight Directors

The terms of service of all seven Directors will expire upon conclusion of this Shareholders' Meeting.

Director Kumiko Arai will retire at the conclusion of this Annual Shareholders' Meeting due to the expiration of her term of office. In addition, we propose the election of one candidate to succeed the Director who retired at the end of December 2024 for personal reasons.

In that regard, the Company proposes the election of eight Directors, increasing the number of Directors by one.

The candidates for Director are as follows.

No.	Name (age)	Attributes as candidate for Director	No. of years serving as Director	Current position in the Company	Attendance record for BOD meetings
1	Fumiaki Sato (61)	Reappointment	14 years	President and Representative Director	100% (12/12 meetings)
2	Fumio Tamai (61)	Reappointment	12 years	Executive Director	100% (12/12 meetings)
3	Tetsuo Sakuma (56)	Reappointment	4 years	Director	100% (12/12 meetings)
4	Nobuhiko Sonoda (56)	Reappointment	1 year	Director	100% (10/10 meetings)
5	Hiroshi Kumamoto (57)	Reappointment External Director	10 years	Director	100% (12/12 meetings)
6	Satoko Hamaguchi (64)	Reappointment External Director Independent Officer	1 year	Director	90% (9/10 meetings)
7	Takeo Yamada (64)	New appointment External Director Independent Officer	—	—	—
8	Megumi Yoshida (48)	New appointment External Director Independent Officer	—	—	—

1

Fumiaki Sato

Date of Birth: July 10, 1963 (61)

Reappointment

Number of shares held in the Company:
21,300
No. of years serving as Director: 14 years
Attendance record for BOD meetings:
100% (12/12 meetings)



Profile, Positions and Responsibilities at the Company

July 2003	Joined the Company
Apr. 2006	Manager, Accounting Division, Administration Department of the Company
July 2006	General Manager, General Affairs Division and Human Resources Division, Administration Department of the Company
June 2007	General Manager, Administration Department of the Company
June 2011	Director of the Company
June 2015	Executive Director; General Manager, Administration Department of the Company
Oct. 2015	Executive Director; General Manager, Administration Department, and Manager, General Affairs Division of the Company
Apr. 2017	Executive Director; General Manager, Administration Department of the Company
Sep. 2017	Director and Vice President of the Company
June 2018	President and CEO of the Company (current position)

Status of Important Concurrent Positions

No important concurrent positions.

Reason for Nomination as Candidate for Director

Fumiaki Sato supervises management appropriately in his role as President and CEO. At Board of Directors meetings, he provides sufficient and appropriate explanation for important management items, thus heightening the decision-making function of the Board of Directors. Furthermore, Sato exhibits leadership in management and works to increase sustainable corporate value by executing the corporate philosophy. For the reasons discussed above, Sato is judged as an appropriate leader for achieving the long-term vision of the Company. Therefore, we have designated him as a Director candidate once again.

2

Fumio Tamai

Date of Birth: October 27, 1963
(61)

Reappointment

Number of shares held in the Company:
29,000
No. of years serving as Director: 12 years
Attendance record for BOD meetings:
100% (12/12 meetings)



Profile, Positions and Responsibilities at the Company

Mar. 1987	Joined the Company
Oct. 2003	Manager, West Japan Sales Division of the Company
June 2005	Manager, East Japan Sales Division of the Company
Apr. 2010	Deputy General Manager, Sales Department of the Company
Nov. 2010	Manager, West Japan Sales Division of the Company
June 2013	Director of the Company
Apr. 2018	Manager, Strategic Planning Department of the Company
Apr. 2019	General Manager, Sales Department of the Company
May 2019	Outside Director, Xronos Inc. (current position)
Apr. 2021	General Manager, Business Department of the Company
June 2021	Executive Director of the Company (current position)

Status of Important Concurrent Positions

Outside Director, Xronos Inc.

Reason for Nomination as Candidate for Director

For many years, Fumio Tamai has performed outstandingly as a manager of sales divisions at the Company. He possesses extensive technical expertise with in-depth knowledge of on-site conditions, as well as a broad range of knowledge.

From June 2013, Tamai has served as a Director overseeing management at the Company. He works to formulate business strategy and improve sales capability.

For the reasons discussed above, Tamai is judged to be a desirable person for providing on-site leadership to increase the corporate value of the Company in the future. Therefore, we have designated him as a Director candidate once again.

3

Tetsuo Sakuma

Date of Birth: December 23,
1968 (56)

Reappointment

Number of shares held in the Company:
9,740

No. of years serving as Director: 4 years

Attendance record for BOD meetings:
100% (12/12 meetings)



Profile, Positions and Responsibilities at the Company

Apr. 1991	Joined the Company
Apr. 2017	Manager, Cloud Business Center of the Company
Apr. 2019	General Manager, Systems Development Department
Apr. 2021	General Manager, Development Department (current position)
June 2021	Director of the Company (current position)

Status of Important Concurrent Positions

No important concurrent positions.

Reason for Nomination as Candidate for Director

Tetsuo Sakuma has for many years shown leadership throughout our development sector, and possesses a wealth of experience in both R&D and application development. He has applied his leadership to the benefit of the upper management of the Company. As General Manager of the Development Department, he has played a central role in the development of cloud services. For this reason, we have designated him as a Director candidate once again.

4

Nobuhiko Sonoda

Date of Birth: September 11,
1968 (56)

Reappointment

Number of shares held in the Company:
16,500
No. of years serving as Director: 1 year
Attendance record for BOD meetings:
100% (10/10 meetings)



Profile, Positions and Responsibilities at the Company

Apr. 1991	Joined the Company
Apr. 2016	Manager, Strategic Planning Department of the Company
Apr. 2018	Manager, East Japan Sales Department of the Company
Apr. 2019	Manager, Human Resources Department of the Company
July 2021	General Manager, Administration Division, and Manager, General Affairs Department and Human Resources Department of the Company
Apr. 2024	General Manager, Corporate Planning Division of the Company
June 2024	Director of the Company (current position)
Apr. 2025	General Manager, Corporate Division of the Company (current position)

Status of Important Concurrent Positions

No important concurrent positions.

Reason for Nomination as Candidate for Director

Nobuhiko Sonoda has been responsible for business, human resource development, and management planning divisions at the Company and possesses extensive business experience and insight concerning the Company's business. In addition, he has been in charge of sales and business divisions, and has been involved in strengthening the customer base and improving the profit structure. He has applied his leadership to the benefit of the upper management, utilizing such extensive track record and business experience, and for this reason, we have designated him as a Director candidate once again.

5

Hiroshi Kumamoto

Date of Birth: December 16,
1967 (57)

Reappointment
External Director

Number of shares held in the Company:
6,600
No. of years serving as Director: 10 years
Attendance record for BOD meetings:
100% (12/12 meetings)



Profile, Positions and Responsibilities at the Company

Apr. 1993 Joined NEC Corporation
Oct. 2000 Joined Systems Design Co., Ltd.
June 2007 Director of Systems Design Co., Ltd.
June 2013 President of Systems Design Co., Ltd. (current position)
June 2015 External Director of the Company (current position)

Status of Important Concurrent Positions

President of Systems Design Co., Ltd.
Director and Advisor of Shared System Inc.
Director and Advisor of Aicam Co., Ltd.
Advisor of For Co., Ltd.

Reason for Nomination as Candidate for External Director and Outline of Expected Role

Hiroshi Kumamoto is involved in management in the information services industry, the same industry in which the Company does business, and has, as an External Director since June 2015, been providing appropriate supervision of our management. The Company evaluates the said experience and skills highly, and it is expected that Kumamoto will, if appointed as an External Director, supervise the management of the Company by utilizing his experience and knowledge related to management. Therefore, we have requested his appointment as an External Director once again. Kumamoto is involved in the execution of business at Systems Design Co., Ltd., a specified related entity (main business partner) of the Company.

Overview of Contract for Limitation of Liability

Based on Article 427, paragraph (1) of the Companies Act and the rules stated in the Articles of Incorporation of the Company, the Company and Hiroshi Kumamoto have executed a contract for limitation of liability for damages as stated in Article 423, paragraph (1) of the Companies Act. Based on said contract, the liability amount for damage compensation shall be the minimum liability amount stated in Article 425, paragraph (1) of the Companies Act. If his reappointment is approved, the Company plans to continue said contract with Kumamoto.

6

Satoko Hamaguchi

Date of Birth: August 8, 1960
(64)

Reappointment
External Director
Independent Officer

Number of shares held in the Company: —
No. of years serving as Director: 1 year
Attendance record for BOD meetings:
90% (9/10 meetings)



Profile, Positions and Responsibilities at the Company

Apr. 1983	Joined Takarazuka Enterprise Co., Ltd.
May 1984	Joined Global Japan Co., Ltd.
Sep. 1986	Joined BELLSYSTEM24 Co., Ltd.
Mar. 2010	Senior Managing Executive Officer, General Manager, Human Resource Development Department, and CISO/CPO/CCO of BELLSYSTEM24 Co., Ltd.
Mar. 2011	Representative Director and President, BellSoleil, Inc.
Mar. 2015	Full-time Corporate Auditor, BELLSYSTEM24 Holdings, Inc. (current position)
Nov. 2021	Auditor, Japan Audit & Supervisory Board Members Association (current position)
June 2024	External Director of the Company (current position)

Status of Important Concurrent Positions

Full-time Corporate Auditor, BELLSYSTEM24 Holdings, Inc.
Auditor, Japan Audit & Supervisory Board Members Association

Reason for Nomination as Candidate for External Director and Outline of Expected Role

Satoko Hamaguchi possesses extensive experience and a proven track record, having held key positions in the sales and operations divisions of business firms for many years. In addition, she has a track record of managing human resources and compliance divisions and a wealth of knowledge, and as an External Director, she can be expected to provide valuable advice and support for management from an objective perspective. Therefore, we have requested her appointment as an External Director once again.

Overview of Contract for Limitation of Liability

Based on Article 427, paragraph (1) of the Companies Act and the rules stated in the Articles of Incorporation of the Company, the Company and Satoko Hamaguchi have executed a contract for limitation of liability for damages as stated in Article 423, paragraph (1) of the Companies Act. Based on said contract, the liability amount for damage compensation shall be the minimum liability amount stated in Article 425, paragraph (1) of the Companies Act. If her reappointment is approved, the Company plans to continue said contract with Hamaguchi.

7

Takeo Yamada

Date of Birth: July 19, 1960 (64)

New appointmentExternal DirectorIndependent Officer

Number of shares held in the Company: —

No. of years serving as Director: —

Attendance record for BOD meetings: —

**Profile, Positions and Responsibilities at the Company**

Apr. 1983 Joined Hitachi, Ltd.
 Apr. 2014 Director, Hitachi INS Software, Ltd.
 Apr. 2016 Director, Okinawa Hitachi Network Systems, Ltd.
 Apr. 2018 Director, Hitachi Social Information Services, Ltd.
 Apr. 2024 Advisor, Hit Co., Ltd. (current position)

Status of Important Concurrent Positions

No important concurrent positions.

Reason for Nomination as Candidate for External Director and Outline of Expected Role

Takeo Yamada has been involved in the software business at Hitachi, Ltd. for many years, and has gained a wealth of experience ranging from software product development to marketing, promotion, new product planning, and partner collaboration projects. He also has a proven track record as a Director of Hitachi subsidiaries and as a director of industry associations, giving him a deep insight and perspective based on his extensive experience in the industry. We would like Yamada to utilize this experience and participate in the appropriate supervision of business execution at the Board of Directors of the Company. Therefore, we have nominated him as candidate for External Director. The Company expects that he will, if appointed as an External Director, demonstrate strategic advisory and supervisory functions at the Board of Directors.

Overview of Contract for Limitation of Liability

Based on Article 427, paragraph (1) of the Companies Act and the rules stated in the Articles of Incorporation of the Company, upon approval for appointment of candidate Takeo Yamada as an External Director, the Company plans to execute a contract for limitation of liability for damages as stated in Article 423, paragraph (1) of the Companies Act. Based on said contract, the liability amount for damage compensation shall be the minimum liability amount stated in Article 425, paragraph (1) of the Companies Act.

8

Megumi Yoshida

(Present family name: Murata)

Date of Birth: October 1, 1976
(48)

New appointment

External Director

Independent Officer

Number of shares held in the Company: —

No. of years serving as Director: —

Attendance record for BOD meetings: —



Profile, Positions and Responsibilities at the Company

Apr. 1999 Joined Kumon Institute of Education Co., Ltd.
Dec. 2004 Joined KPMG AZSA LLC
Feb. 2013 Managing Partner, Yoshida Megumi Certified Public Accountant Office (current position)
Dec. 2015 Outside Audit & Supervisory Board Member, Hashilus Co, Ltd.
June 2021 Outside Director, Tokyo Metropolitan Sewerage Service Corporation (current position)

Status of Important Concurrent Positions

Managing Partner, Yoshida Megumi Certified Public Accountant Office
Outside Director, Tokyo Metropolitan Sewerage Service Corporation

Reason for Nomination as Candidate for External Director and Outline of Expected Role

Through her many years of experience as a certified public accountant, Megumi Yoshida has gained extensive knowledge in corporate auditing, giving her a deep insight and expertise in finance and accounting. Although Yoshida does not possess the experience of direct involvement in corporate management, for the reasons listed above, she is judged to be capable of performing the duties of External Director. We have nominated her as a candidate for External Director because we expect her to tap into her advanced expertise and actively supervise the execution of business operations and provide advice and suggestions on management issues at our Board of Director meetings.

Overview of Contract for Limitation of Liability

Based on Article 427, paragraph (1) of the Companies Act and the rules stated in the Articles of Incorporation of the Company, upon approval for appointment of candidate Yoshida Megumi as an External Director, the Company plans to execute a contract for limitation of liability for damages as stated in Article 423, paragraph (1) of the Companies Act. Based on said contract, the liability amount for damage compensation shall be the minimum liability amount stated in Article 425, paragraph (1) of the Companies Act.

- (Notes)
1. The age listed for the candidate is his or her age upon conclusion of this meeting.
 2. Hiroshi Kumamoto is President of Systems Design Co., Ltd. The Company and Systems Design have a business relationship in which the Company outsources development and assembly of our products, as well as customer support services by telephone.
 3. Fumiaki Sato and Hiroshi Kumamoto are shareholders in Kawashima Co., Ltd., which is a major shareholder of the Company (holds 40.93% of shares in the Company).
 4. The other candidates do not have any special interest with the Company.
 5. Hiroshi Kumamoto, Satoko Hamaguchi, Takeo Yamada, and Megumi Yoshida are candidates for External Directors. Based on rules defined by the Tokyo Stock Exchange, Satoko Hamaguchi is specified as an Independent Officer by the Company and registered with the Tokyo Stock Exchange. Furthermore, Takeo Yamada and Megumi Yoshida both satisfy the requirements for an Independent Officer as stipulated by the Tokyo Stock Exchange and the Company plans to register them as such with the Exchange.
 6. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The details of the insurance policy are described on page 35 of the Business Report. If the appointments of the Director candidates are approved, the said candidates will be covered under the said contract as insured parties. In addition, when the insurance policy is renewed, the Company plans to renew the policy with the same terms.
 7. For Megumi Yoshida, both her former family name and the name she uses to conduct business are stated.

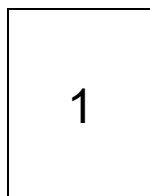
Proposal 4: Appointment of One Auditor

Mr. Munekazu Akaike, a full-time auditor, has submitted his resignation to take effect at the conclusion of this Annual Shareholders' Meeting. We, therefore, propose the election of the following candidate as a new auditor.

Yoshitomi Nakahira is to be appointed as successor to Munekazu Akaike, and therefore, per the provisions of the Articles of Incorporation, he shall serve until the expiration of the resigning Director's term.

We have already received approval from the Board of Auditors regarding this resolution.

Candidate for Auditor is as follows.



Yoshitomi Nakahira

Date of Birth: March 11, 1965
(60)

New appointment

Number of shares held in the Company:
1,500

No. of years serving as Auditor: —

Attendance record for BOD meetings: —

Attendance record for BOA meetings: —



Profile, and Positions at the Company

Mar. 1989	Joined the Company
Apr. 2008	General Manager, East Japan Sales Department, Sales Division, of the Company
Jul. 2009	General Manager, Medical Solutions Department, Sales Division of the Company
Feb. 2014	Representative Director and President, Maxs System Co.,Ltd.
Jul. 2018	General Manager, Partners & Wide Area Business Department, Sales Division of the Company
Apr. 2021	Manager, Internal Audit Department of the Company (current position)

Status of Important Concurrent Positions

No important concurrent positions.

Reason for Nomination as Candidate for Auditor

Yoshitomi Nakahira has gained experience in internal auditing, compliance, and risk management as the head of our Internal Audit Department, and he also has a proven track record as a manager in our sales division and as an executive at a subsidiary, providing him with a wealth of professional experience. Given Nakahira's deep understanding of internal auditing, as well as his extensive knowledge of internal controls, business processes, and the Company's operations and industry sector, we expect him to effectively fulfill his role in properly auditing the execution of duties by our directors. For these reasons, we have nominated him as a candidate for the position of Auditor.

- (Notes)
1. There is no special interest between the candidate and the Company.
 2. The Company has entered into a directors and officers liability insurance policy as provided for in Article 430-3, paragraph (1) of the Companies Act with an insurance company. The details of the insurance policy are described on page 35 of the Business Report. If the appointment of the Auditor candidate is approved, the said candidate will be covered under the said policy as an insured party. In addition, when the insurance policy is renewed, the Company plans to renew the policy with the same terms.
 3. Based on Article 427, paragraph (1) of the Companies Act and the rules stated in the Articles of Incorporation of the Company, upon approval for appointment of candidate Yoshitomi Nakahira as an Auditor, the Company plans to execute a contract for limitation of liability for damages as stated in Article 423, paragraph (1) of the Companies Act. Based on said contract, the liability amount for damage compensation shall be the minimum liability amount stated in Article 425, paragraph (1) of the Companies Act.

Reference: Skill Matrix of the Board of Directors and Board of Auditors after the General Meeting of Shareholders

If Proposal 3 and Proposal 4 are approved as originally proposed, the structure of the Board of Directors and the Board of Auditors, and the major skills, experience, and knowledge of the officers thereof, will be as indicated below.

By tapping the expertise of each member and balancing them as a whole, we will maintain the diversity of both the Board of Directors and the Board of Auditors, and strive for a structure that can respond flexibly to shifts in the business environment.

Name / Position (in charge of)	Corporate Management	Finance and Accounting	Legal Affairs, Risk Management, and Compliance	R&D and IT/DX	Sales and Marketing	International Experience and Diversity	Personnel and Human Resources Development	Sustainability and ESG
Board of Directors								
Fumiaki Sato President and Representative Director	○		○					○
Fumio Tamai Executive Director	○				○			
Tetsuo Sakuma Director (General Manager, Systems Development Division)				○				
Nobuhiko Sonoda Director (General Manager, Corporate Division)			○		○		○	○
Hiroshi Kumamoto External Director	○		○	○	○			
Satoko Hamaguchi External Director	○		○				○	○
Takeo Yamada External Director	○			○	○			
Megumi Yoshida External Director		○						
Board of Auditors								
Yoshitomi Nakahira Full-time Auditor	○		○		○			
Kimihito Fukasawa External Auditor		○						
Miyako Ikuta External Auditor			○			○		○
Naruo Korome External Auditor		○						