

March 26, 2026

To Whom It May Concern:

Company Name: PCA CORPORATION
 Representative: Fumiaki Sato
 President and Representative Director
 (Securities Code: 9629, Tokyo Stock Exchange Prime Market)
 Contact: Yoshiyuki Sakashita
 General Manager of the Financial Division
 (TEL: +81-3-5211-2711)

Notice Regarding Changes in Representative Director and Executive Officers

PCA CORPORATION (hereinafter, “the Company”) hereby announces that, at the meeting of the Board of Directors held on March 26, 2026, it provisionally resolved changes to its Representative Director and other executive officers, as outlined below.

The Company has previously adopted an executive officer system in order to strengthen the supervisory function of the Board of Directors and clarify responsibility for business execution. The Company further announces that it has now revised this system to position the Representative Director as an executive officer, with the aim of further strengthening its business execution structure and corporate governance.

Changes to directors are scheduled to be formally approved at the Annual Shareholders’ Meeting to be held in late June 2026 and the subsequent meeting of the Board of Directors.

I. Change in Representative Director

(1) Reason for the Change

The Company intends to respond swiftly and appropriately to changes in its business environment and, under a new management structure, strengthen its management foundation while pursuing sustainable growth and enhancing corporate value.

(2) Details of the Change

| Name | New Position | Current Position |
|-------------|--|--|
| Fumio Tamai | Representative Director, President & CEO Director, Xronos Inc. Director, Tyrell Systems Inc. | Executive Director Director, Xronos Inc. Director, Tyrell Systems Inc. |

(3) Profile of the New Representative Director Candidate

| Date of Birth | Career Summary | Number of Shares Held |
|------------------|---|-----------------------|
| October 27, 1963 | Mar. 1987 Joined the Company Apr. 2010 Deputy General Manager, Sales Department Jun. 2013 Director Apr. 2019 General Manager, Sales Department May 2019 Director, Xronos Inc. (current position) Apr. 2021 General Manager, Business Department Jun. 2021 Executive Director (current position) Aug. 2025 Director, Tyrell Systems Inc. (current position) | 29,000 |

(4) Scheduled Date of Appointment

Late June 2026

II. Change in Director Position

(1) Reason for the Change

Mr. Hiroshi Kumamoto possesses extensive management expertise as the head of Systems Design Co., Ltd., a listed company, and has made significant contributions to the Company's management as an External Director.

The reason for nominating him as Chairman of the Board is that, under the separation of management (oversight) and execution, day-to-day business execution will be entrusted to the new President and others, while it remains essential for an internal director to undertake external affairs, such as gathering information on M&A opportunities and engaging in industry association activities.

Mr. Kumamoto is scheduled to transition from President of Systems Design Co., Ltd. to Chairman of the same company, and to resign from his positions as Director and Advisor at three of its subsidiaries. By stepping away from day-to-day business execution, he will focus on group-wide management oversight, external affairs, and long-term strategy within the Systems Design Group. This will enable him to serve the Company in a full-time capacity and contribute to enhancing corporate value through highly effective management oversight.

(2) Details of the Change

| Name | New Position | Current Position |
|------------------|---|--|
| Hiroshi Kumamoto | Chairman of the Board Chairman and Representative Director of Systems Design Co., Ltd. | External Director President of Systems Design Co., Ltd. ¹ Director and Advisor of Shared System Inc. ² Director and Advisor of Aicam Co., Ltd. ³ Director and Advisor of For Co., Ltd. ⁴ |

¹ He is scheduled to retire as President of Systems Design Co., Ltd. at the close of its Annual General Meeting

of Shareholders to be held in late June 2026, and to assume the position of Chairman and Representative Director of the same company.

² He is scheduled to resign from the position of Director and Advisor of Shared System Inc. at the close of its Annual General Meeting of Shareholders to be held in late May 2026.

³ He is scheduled to resign from the position of Director and Advisor of Aicam Co., Ltd. at the close of its Annual General Meeting of Shareholders to be held in late May 2026.

⁴ He is scheduled to resign from the position of Director and Advisor of For Co., Ltd. at the close of its Annual General Meeting of Shareholders to be held in late May 2026.

(3) Scheduled Date of Appointment

Late June 2026

III. Nomination of Director Candidates

(1) Reason for the Nomination

To strengthen the Company's management foundation and pursue sustainable growth and enhanced corporate value, the Company has nominated two candidates for election as directors, one of whom is Mr. Shigemasa Kajimoto, who has been nominated as the successor to Mr. Hiroshi Kumamoto.

(2) Name and Career Summary of the New Director Candidate

| Name (Date of Birth) | Career Summary | |
|--|---|---|
| Yoshiteru Yamada (September 14, 1962) | Apr. 1986 | Joined Fujitsu Ltd. |
| | Apr. 2009 | General Manager, Tokyo Branch, Central Region |
| | May 2011 | Head of Hokkaido Region |
| | Apr. 2014 | Head of Kyushu Region |
| | Apr. 2017 | Corporate Executive Officer, Head of Strategy Office, Global Marketing Group |
| | Apr. 2018 | Corporate Executive Officer, Head of Global Marketing Group |
| | Jan. 2019 | Corporate Officer, Head of East Japan Sales Division |
| | Apr. 2021 | Head of Public Digital Business Division |
| | Apr. 2023 | Executive Director, Infrastructure Systems Business Division |
| | Apr. 2024 | Senior Advisor, Fsas Technologies Inc. |
| Apr. 2026 | Scheduled to retire from the above position | |

(3) Name and Career Summary of the New External Director Candidate

| Name (Date of Birth) | Career Summary | |
|---|----------------|--|
| Shigemasa Kajimoto (November 17, 1959) | Oct. 1980 | Joined Nippon System Service Co., Ltd. (now CAC Corporation) |
| | Jan. 1982 | Joined Japan Computer Development Co., Ltd. (now I-NET Corp.) |
| | Jun. 2000 | Director |
| | Jun. 2002 | Managing Director |
| | Jun. 2003 | Senior Managing Director |
| | Jun. 2006 | Vice President and Director |
| | Apr. 2008 | President and Representative Director |
| | Jun. 2018 | Director and Senior Advisor |
| | Jun. 2019 | External Director, Systems Design Co., Ltd. (current position) |

In addition, Mr. Shigemasa Kajimoto is a candidate for Outside Director as provided for in Article 2, Item 15 of the Companies Act, and the Company plans to designate him as an Independent Officer pursuant to the regulations of the Tokyo Stock Exchange. If Mr. Kajimoto is appointed, the Company will have four independent Outside Directors.

(4) Scheduled Date of Appointment

Late June 2026

IV. Directors Scheduled to Retire

| Name | Position |
|----------------------------|---|
| Fumiaki Sato ¹ | President and Representative Director |
| Tetsuo Sakuma ² | Director General Manager of the Development Division |

¹ Mr. Fumiaki Sato is scheduled to retire as Representative Director at the close of the Annual Shareholders' Meeting to be held in late June 2026 and to assume the position of Advisor to the Company.

² Mr. Tetsuo Sakuma is scheduled to retire as Director and General Manager of the Development Division at the close of the Annual Shareholders' Meeting to be held in late June 2026 and to assume the position of Executive Officer and General Manager of the Development Division of the Company.

For Reference:

Executive Officers (Effective as of the Annual Shareholders' Meeting to be held in June 2026)

| Position | Name |
|--|--------------------|
| Chairman of the Board | Hiroshi Kumamoto |
| Representative Director, President & CEO | Fumio Tamai |
| Director, Executive Officer, CHRO, General Manager of the Corporate Division | Nobuhiko Sonoda |
| Director | Yoshiteru Yamada |
| External Director | Satoko Hamaguchi |
| External Director | Takeo Yamada |
| External Director | Megumi Yoshida |
| External Director | Shigemasa Kajimoto |
| Auditor | Yoshitomi Nakahira |
| External Auditor | Kimihito Fukasawa |
| External Auditor | Miyako Ikuta |
| External Auditor | Naruo Korome |
| Executive Officer, CTO, General Manager of the Development Department | Tetsuo Sakuma |
| Executive Officer, CMO, General Manager of the Business Department | Ryutaro Kaneko |