



March 14, 2025

To Our Stakeholders:

Company name: Artner Co., Ltd.

Representative: SEKIGUCHI Sozo, President and CEO
(Securities code: 2163; Prime Market of the Tokyo Stock Exchange)

Inquiries: HARIGAE Tomonori, Director and Head of the Management Division
(TEL. 06-6445-7551)

Notice Concerning Board Member Changes and Introduction of the Executive Officer System (Employment Type)

Artner Co., Ltd. (“the Company”) hereby notifies that on March 14, 2025, the Board of Directors unofficially decided on Board Member changes as follows and resolved to submit this matter at the 63rd Ordinary General Meeting of Shareholders scheduled to be held on April 24, 2025. In addition, we hereby notify you that on the same day, the Board decided on the introduction of an executive officer system and unofficially decided on Executive Officers, as follows.

Our new Medium-Term Business Plan (2025–2029) started in the fiscal year ending January 31, 2026. Under its basic policy of “Build a foundation for sustainable and next-generation growth” and “Make Value for 2025 to 2029,” we will revamp the management structure to lay the foundation for realizing our vision for 2030, aiming to “become a group of engineers providing the greatest added value in the engineer dispatching industry” and “evolve into a comprehensive technical service company.”

1. Board Member changes

(1) Candidates for directors who are not members of the Audit and Supervisory Committee

Name	New or Reappointment	Current Managerial Position	Responsibilities
SEKIGUCHI Sozo	Reappointment	President and CEO	Head of the Corporate Planning and Strategy Division; Head of the Engineer Business Division
HARIGAE Tomonori	Reappointment	Director	Head of the Management Division; Head of the Engineer Agency Business Division
OKUSAKA Kazuya	Reappointment	Director	Head of the Technology Development Division

(2) Candidates for directors who are members of the Audit and Supervisory Committee

Name	New or Reappointment	Current Managerial Position
NOMURA Ryuichiro	Reappointment	Outside Director and member of the Audit and Supervisory Committee
TERAMURA Yasuhiko	Reappointment	Outside Director and member of the Audit and Supervisory Committee
MORII Shinichiro	Reappointment	Outside Director and member of the Audit and Supervisory Committee

(Notes) 1. Messrs. Nomura, Teramura, and Morii are candidates for Outside Directors.

2. The Company has designated Messrs. Nomura, Teramura, and Morii as Independent Directors as defined by the Tokyo Stock Exchange and has submitted notification of the designation to the same Exchange. They are expected to remain as Independent Directors if their elections are approved.

(3) Directors who are not members of the Audit and Supervisory Committee who are scheduled to resign

Name	Current Managerial Position
SATO So	Director
EGAMI Yoji	Director

(Note) Messrs. Sato and Egami are scheduled to resign upon the expiration of their terms of office at the conclusion of the 63rd Ordinary General Meeting of Shareholders scheduled to be held on April 24, 2025.

2. Introduction of the executive officer system

(1) Purpose of introducing the executive officer system

The executive officer system will be introduced for the purpose of establishing a structure that can respond swiftly and appropriately to changes and challenges facing the Company's business environment, and completely separating the decision-making and supervisory functions of management.

(2) Overview of the executive officer system

- (i) Executive Officers will have an employment relationship with the Company.
- (ii) The appointment and dismissal of Executive Officers will be determined by a resolution of the Board of Directors.
- (iii) The term of office for Executive Officers will be one year, and their reappointment will not be precluded.
- (iv) Executive Officers will be delegated authority to execute duties based on management policies determined by the Board of Directors and will execute their duties under the supervision of the Board.

(3) Scheduled date for the introduction of the executive officer system

May 1, 2025

(4) Executive Officers (effective May 1, 2025)

Name	Managerial Position	Responsibilities
KUDO Yasushi	Executive Officer	Head of the Engineer Business Division
FUJISHIMA Masahiko	Executive Officer	Head of the Engineer Agency Business Division
WADA Rei	Executive Officer	Head of the Technology Development Division
FUJIOKA Ryo	Executive Officer	Head of the Corporate Planning and Strategy Division
ABEYAMA Takashi	Executive Officer	Head of the Management Division

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