

(Translation)

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May 14, 2025

For Immediate Release

Company name : TANABE CONSULTING GROUP CO.,LTD.
Representative : Takahiko Wakamatsu,
Representative Director, President and CEO
(TSE Prime Market Code: 9644)
Inquiries : Yoshihiro Kawamoto
Executive Officer,
General Manager of Corporate Strategy Division
Telephone Number : 06-7177-4000

Notice Concerning Election of Candidates for Outside Directors and Personnel Changes

TANABE CONSULTING GROUP CO., LTD. (the "Company") hereby announces that it has internally appointed candidates for Outside Directors and personnel changes as described below, at a meeting of the Board of Directors held on May 14, 2025. The candidates for Outside Directors (who are Audit and Supervisory Committee Members) and candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members) will be elected at the Company's 63rd Ordinary General Meeting of Shareholders scheduled to be held in late June 2025 and will be officially appointed at the Board of Directors meeting to be held thereafter.

1. Candidate for Outside Directors (Directors who are Audit and Supervisory Committee Members)

Name of Candidate (Date of Birth)	Career Summary and Important Concurrent Positions	Number of Company Shares Owned
Kaname Matsumoto (December 2, 1961)	<p>Oct. 1985 Joined Ota Showa Audit Corporation (now Ernst & Young ShinNihon LLC.)</p> <p>Mar. 1989 Registered as Certified Public Accountant (current)</p> <p>Jul. 2000 Partner at ShinNihon Audit Corporation (now Ernst & Young ShinNihon LLC.)</p> <p>Feb. 2016 Managing Partner, West Japan Business Division and Osaka Office Manager at Ernst & Young ShinNihon LLC.</p> <p>Aug. 2021 Review Board Member at Ernst & Young ShinNihon LLC.</p> <p>Jul. 2024 President, Matsumoto Kaname Certified Public Accountant Office (current position)</p>	0

Name of Candidate (Date of Birth)	Career Summary and Important Concurrent Positions		Number of Company Shares Owned
Yoshie Shinoki (March 8, 1976)	Apr. 1999	Joined Suita City Office	0
	Oct. 2003	Joined Shinnihon Audit Corporation (now Ernst & Young ShinNihon LLC.)	
	Apr. 2007	Registered as Certified Public Accountant (current)	
	Jun. 2017	Outside Director (Audit and Supervisory Committee Member) at Makuake, Inc.	
	Jul. 2020	Outside Auditor at HRBrain, Inc.	
	Sep. 2020	Outside Auditor at Basis Corp.	
	May. 2021	Outside Auditor at Linough Inc. (current position)	
	Dec. 2022	Outside Director (Audit and Supervisory Committee Member) at EmberPoint Co., Ltd. (current position)	
	Sep. 2023	Advisor, TAKARA D&IR Research Institute Ltd. (current position)	
	Jun. 2024	Outside Auditor at TOMOKU CO.,LTD. (current position)	

- (Note) 1. Although Mr. Kaname Matsumoto has no prior experience in corporate management except at audit corporations, the Company has nominated him as a candidate for Outside Director who is an Audit and Supervisory Committee Member based on our judgment that he will be able to reflect his advanced expertise as a Certified Public Accountant and his extensive experience at audit corporations in the audit and supervision of the Company's management, and that he can contribute to enhancing management transparency and fairness by participating in decisions concerning the selection of director candidates and their compensation from an objective standpoint, and by providing supervision.
2. Although Ms. Yoshie Shinoki has no prior experience in corporate management except as an outside officer, the Company has nominated her as a candidate for Outside Director who is an Audit and Supervisory Committee Member based on our judgment that she will be able to apply her advanced expertise as a Certified Public Accountant and her high-level knowledge of sustainability in the audit and supervision of the Company's management, and that she can contribute to enhancing management transparency and fairness by participating in decisions concerning the selection of director candidates and their compensation from an objective standpoint, and by providing supervision.
3. Both Mr. Kaname Matsumoto and Ms. Yoshie Shinoki satisfy the requirements for Independent Officers as stipulated by the Tokyo Stock Exchange, and the Company plans to submit notification to the Exchange regarding their designation as Independent Officers upon approval of their appointment.

2. Directors (excluding Directors who are Audit and Supervisory Committee Members)

New Position	Name	Current Position
<p>Director General Manager of Corporate Strategy Division</p> <p>Director of TANABE CONSULTING CO.,LTD. General Manager of Corporate Strategy Division</p>	Yoshihiro Kawamoto	<p>Executive Officer General Manager of Corporate Strategy Division</p> <p>Director of TANABE CONSULTING CO.,LTD. General Manager of Corporate Strategy Division</p>

3. Changes in Directors (Resignation)

New Position	Name	Current Position
Retired	Masahiro Matsunaga	<p>Managing Director In charge of Corporate Strategy Division</p>

(Note) The retirement will take effect due to expiration of the term of office at the conclusion of the Company's 63rd Ordinary General Meeting of Shareholders scheduled to be held on late June 2025.