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October 15, 2025

Company name TeamSpirit Inc.
Representative CEO Kazuyoshi Michishita
(Code No : 4397 Tokyo Growth)
Inquiries CFO Ryo Takahashi
(Tel. 03-4577-7510)

Notice Concerning the Appointment of Director Candidates and Management Structure

TeamSpirit Inc. (“Company”) hereby announces that, following deliberation by the Nomination and Compensation Committee, the Board of Directors meeting held today resolved on the candidates for directors to be discussed at the 29th Ordinary General Meeting of Shareholders scheduled for November 28, 2025 (hereinafter referred to as the “General Meeting of Shareholders”). The appointment of directors is scheduled to be formally decided at the Ordinary General Meeting of Shareholders.

The Company also announces that the management structure after the General Meeting of Shareholders has been similarly determined.

1. Candidates for Directors (Proposed at This Ordinary General Meeting of Shareholders)

| Name | Title | Current Title | Reappointment/ New appointment |
|----------------------|--|---------------|-----------------------------------|
| Kazuyoshi Michishita | Representative Director | Same left | Reappointment |
| Michiko Tanabe | External Director (Audit and Supervisory Board Member) | Same left | Reappointment |
| Yuta Ujike | External Director (Audit and Supervisory Board Member) | Same left | Reappointment |

2. New Board of Directors Structure (Planned)

| Name | Title |
|----------------------|--|
| Kazuyoshi Michishita | Representative Director |
| Katsunori Furuichi | External Director |
| Michiko Tanabe | External Director (Audit and Supervisory Board Member) |
| Yuta Ujike | External Director (Audit and Supervisory Board Member) |
| Hiroyuki Kuwazono | External Director (Audit and Supervisory Board Member) |

3. Management Structure after the Ordinary General meeting of Shareholders (Planned)

| Name | Title |
|----------------------|---|
| Kazuyoshi Michishita | Representative Director CEO |
| Yusaku Hara | Executive Officer CPO Head of Enterprise Business Division |
| Seigo Wakamiya | Executive Officer CRO |
| Akihiko Hashimoto | Executive Officer CCSO |
| Motonari Shirasu | Executive Officer Head of Team Success Platform Business Division |
| Ryo Takahashi | Executive Officer CFO Head of Corporate Division |

Ends,