

[Translation]



February 13, 2026

To whom it may concern:

Company name: MEDLEY, INC.
Representative: Kohei Takiguchi
President and Chief Executive Officer
(TSE Prime Market Code No.4480)
Contact: Ryo Kawahara
Chief Financial Officer
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Notice Regarding Determination of Candidates for Director Positions and Executive and Management Structure

MEDLEY, INC. (“the Company”) hereby announces that at its Board of Directors held on February 13, 2026, based on the report from the Nominating and Compensation Advisory Committee, the Company resolved to determine the candidates for the Board of Directors listed below and the executive and management structure for the fiscal year ending December 2026. This resolution will be formalized upon approval at the seventeenth Ordinary General Meeting of Shareholders to be held on March 27, 2026.

1. Director candidates

Name	Position (expectation)	Type of nomination
Kohei Takiguchi	President and CEO, Representative Director	Re-nomination
Ryo Kawahara	Director, Senior Vice President and CFO	Re-nomination
Shin Takeuchi	Director	Re-nomination
Hidetoshi Uriu	Director (independent external)	Re-nomination
Shinji Kimura	Director (independent external)	Re-nomination
Rina Sakuraba	Director (independent external)	Re-nomination
Yasukane Matsumoto	Director (independent external)	Re-nomination

[Translation]

2. Executive and management structure

(As of April 1, 2026)

Name	Position (expectation)
Kohei Takiguchi	Representative Director, CEO
Yosuke Ishizaki	Senior Vice President and Head of HR Platform Business
Ryo Kawahara	Director, Senior Vice President, CFO, and Head of Finance
Yutaka Tokimasa	Senior Vice President, CHRO, and Head of Human Capital Division
Junzaburo Kiuchi	Senior Vice President, GC, and Head of Legal & Compliance Division
Ryusuke Inamoto	Vice President, CTO of HR Platform Business, and Deputy General Manager of HR Platform Business
Takeshi Teramachi	Vice President and Deputy General Manager of HR Platform Business
Terukazu Kurabayashi	Vice President and VPoE of HR Platform Business
Hikomune Shishido	Vice President and CTO of Medical Platform Business
Makoto Yamazaki	Vice President and VPoE of Medical Platform Business
Kei Furuichi	Vice President and CLO of Medical Platform Business
Sakae Koyama	Vice President and CFO of Medical Platform Business
Takeshi Muro	Vice President and Head of Corporate Communications
Daiki Okiyama	Vice President and Head of Accounting & Tax, Finance Division