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MEMBERSHIP

May 8, 2026

Company Name: TIS Inc.
 Representative: Yasushi Okamoto, President and Representative Director
 Stock Listing: Prime Market of the Tokyo Stock Exchange
 Stock Code: 3626
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Notice Regarding Change in Representative Director (Additional Appointment)

TIS Inc. (hereafter, “TIS” and “the Company”) hereby announces that, based on the recommendation of the Nomination Committee, which serves as a voluntary advisory body to the Board of Directors and is chaired by an Independent External Director, the Board of Directors, at its meeting held on May 8, 2026, resolved to provisionally determine changes in the Company’s Representative Directors, as described below.

Please note that the changes described herein are scheduled to be formally approved at the 18th Annual General Meeting of Shareholders to be held on June 23, 2026, and at the subsequent meeting of the Board of Directors.

Details

1. Reason for the Changes

To further strengthen the management structure of the TIS INTEC Group with the aim of enhancing corporate value.

2. Name and Title of Newly Appointed Representative Director

| Name | New Title | Current Title |
|--------------|--|---|
| Shuzo Hikida | Representative Director (President and Representative Director, INTEC Inc.) | Director (President and Representative Director, INTEC Inc.) |

3. Brief Biography of Newly Appointed Representative Director

| Name (Date of Birth) | Career Summary | Number of Shares Held |
|------------------------------------|--|--------------------------|
| Shuzo Hikida (October 24, 1964) | April 1988 Joined INTEC Inc. | 8,800 shares (Note) |
| | April 2018 Executive Officer, Deputy General Manager of the Metropolitan Industry SBU and Department manager of the MCI Sales Department of INTEC Inc. | |
| | April 2019 Managing Executive Officer, General Manager of the Industry SBU of INTEC Inc. | |

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|--|------------|--|--|
| | April 2021 | Senior Managing Executive Officer, in charge of the Distribution Service SBU and Network & Outsourcing SBU, and General Manager of the Network & Outsourcing SBU of INTEC Inc. | |
| | April 2023 | Director and Executive Vice President in charge of the MCF Operation Department, Network & Outsourcing Division, East Regional Control Headquarters and General Manager of Special Project Management Office of INTEC Inc. | |
| | June 2023 | Director of the Company (to the present) Director and Executive Vice President in charge of the MCF Operation Department, Network & Outsourcing Division, East Regional Control Headquarters and General Manager of Special Project Management Office of INTEC Inc. | |
| | April 2024 | President and Representative Director of INTEC Inc. (to the present) | |

Note: The number of shares held includes the individual's holdings in the TIS INTEC Group Executive Shareholding Association.

4. Scheduled Date of the Changes

June 23, 2026

(Reference) Scheduled Changes in Directors and Management Structure Following the Transition to a Company with an Audit and Supervisory Committee

Subject to the approval of the proposal for partial amendments to the Articles of Incorporation at the 18th Annual General Meeting of Shareholders scheduled to be held on June 23, 2026, the Company plans to transition to a Company with an Audit and Supervisory Committee as of the same date.

In conjunction with this transition, in order to further clarify the separation of supervision and execution, the Company plans to appoint the President and other executives as Executive Officers under the executive officer system.

Based on the above, the Company hereby announces that, at the Board of Directors meeting held on May 8, 2026, it resolved to provisionally determine the management structure following the transition to a Company with an Audit and Supervisory Committee as described below.

The management structure is scheduled to be formally determined at the 18th Annual General Meeting of Shareholders to be held on the same date, as well as at subsequent meetings of the Board of Directors and the Audit and Supervisory Committee.

1. Directors (Excluding Directors Who Are Audit and Supervisory Committee Members) (Effective June 23, 2026)

| Name | New Title | Current Title at the Company |
|--------------------|---|---|
| Toru Kuwano | Chairman and Director | Same as New Title |
| Yasushi Okamoto | Representative Director, President and Executive Officer | President and Representative Director |
| Shinichi Horiguchi | Representative Director, Executive Vice President | Same as New Title |
| Shuzo Hikida | Representative Director (*1) | Director |
| Akira Makado | Director (*1) | Same as New Title |
| Kiyotaka Nakamura | Director, Senior Managing Executive Officer | Same as New Title |
| Junko Sunaga | External Director (*2) | Same as New Title |
| Mitsuhiro Furusawa | External Director (*2) | Same as New Title |
| Naoko Iwasaki | External Director (*3) | (Current Position: Professor, Institute of e-Government, Waseda University) |

*1 Upon the effective date of the merger with INTEC Inc., scheduled for July 1, 2026, Shuzo Hikida and Akira Makado are scheduled to assume the following titles as Executive Officers of the Company:

Shuzo Hikida: Representative Director, Executive Vice President

Akira Makado: Director, Executive Vice President

*2 Junko Sunaga and Mitsuhiro Furusawa are External Directors as defined in Article 2, Paragraph 15 of the Companies Act.

*3 Naoko Iwasaki is a candidate for External Director as defined in Article 2, Paragraph 15 of the Companies Act, and is scheduled to concurrently hold her current position after assuming office as a Director of the Company.

2. Directors Who Are Audit and Supervisory Committee Members (Effective June 23, 2026)

| Name | New Title | Current Title at the Company |
|------------------|--|--|
| Hideki Kishimoto | Director, Full-Time Audit and Supervisory Committee Member | Full-Time Audit & Supervisory Board Member |
| Yukio Ono | External Director, Audit and Supervisory Committee Member (*1) | External Audit & Supervisory Board Member |
| Akiko Yamakawa | External Director, Audit and Supervisory Committee Member (*1) | External Audit & Supervisory Board Member |

| | | |
|-------------|--|---|
| Hiroko Kudo | External Director, Audit and Supervisory Committee Member (*1) | External Audit & Supervisory Board Member |
|-------------|--|---|

*1 Yukio Ono, Akiko Yamakawa, and Hiroko Kudo are candidates for External Directors as defined in Article 2, Paragraph 15 of the Companies Act.

3. Other Officer Changes (Effective June 23, 2026)

Director Scheduled to Retire:

Naoko Mizukoshi (External Director)

Auditor Scheduled to Retire:

Makoto Tsujimoto (Full-time Auditor)

* Makoto Tsujimoto is scheduled to assume the position of Advisor as of June 23, 2026.

END