

April 10, 2026

Company name: Meiko Network Japan Co., Ltd.
Representative: Kotaro Okamoto,
President & Representative Director
Stock code: 4668 (TSE Prime)
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Notice Regarding Organizational Changes and Changes in the Responsibilities of Directors and Executive Officers

At a meeting of the Board of Directors held on April 10, 2026, the Company resolved to implement organizational changes and to revise the responsibilities of directors and executive officers.

1. Reasons for the Organizational Restructuring

The education sector is currently undergoing significant changes in its business environment, driven by factors such as the declining birthrate and the rapid advancement of digital technologies like AI. Along with these changes, various social issues have come to the fore, including declining self-esteem among young people who lack hope for the future, the limitations of a one-size-fits-all education system, and educational disparities.

As a pioneer in an individual tutoring service, we conduct our business activities guided by the educational philosophy of “To nurture creative, independently-minded human resources for 21st century society through an individual tutoring service that promotes self-motivated learning.” Precisely because we live in an era of rapid change and uncertainty, society has a strong need for the kind of talent development that this educational philosophy embodies, and we are convinced that the role we must play is greater than ever before.

Therefore, to further accelerate talent development by putting our educational philosophy into practice, and to improve the speed of decision-making and execution under the new structure, we will implement the following organizational changes.

(1) Organizational Optimization to Accelerate the Growth of Meiko Gijuku Business

As student enrollment in the Meiko Gijuku business continues to recover steadily, we will transition to a “ONE MEIKO” structure by integrating the functions related to Meiko Gijuku currently handled by the “DX Strategy Headquarters” into the “Meiko Gijuku Business Headquarters” in order to accelerate this growth.

By breaking down barriers between departments to unify the organization and promoting digital transformation (DX) centered on the classroom—the setting closest to students and parents—we aim to significantly reduce administrative workload. We will then dedicate the time saved to fostering high-quality, personalized communication with each student and parent. Furthermore, in our marketing strategy, we will accelerate improvements in customer acquisition and productivity by integrating community-based, in-person initiatives with digital initiatives.

[Overview of Organizational Changes]

We will reorganize the “DX Strategy Division” and integrate functions such as the “Information Systems Development Department” and the “IT Procurement Department” into the “Meiko Gijuku Business Headquarters.” In addition, we will

rename the “Digital Marketing Department” to the “Marketing Department” and integrate it into the “Meiko Gijuku Business Division.” Furthermore, we will establish a new “PR Office” to promote the brand strength of the Meiko Gijuku business.

(2) Strengthening Group Management Functions

To maximize the synergies among our Group’s diverse businesses and accelerate growth, we will establish a framework that balances agile management support tailored to each business’s stage of development with the execution of strategies from a company-wide perspective. At the same time, we will strengthen Group governance and establish a management foundation that supports sustainable growth.

[Overview of Organizational Changes]

We will rename the “Administration Division” to the “Corporate Division” and integrate the “Corporate Planning Department,” which previously reported directly to the President. Additionally, we will establish a new “IR and Sustainability Office” as an independent unit to integrate the disclosure of non-financial information, ESG initiatives, and capital policy responses with our overall management strategy, thereby meeting the expectations of the capital markets.

Furthermore, we will reorganize the “Meiko Group Administration Office” to centralize governance and risk management functions across the entire group.

2. Changes in the responsibilities of a Director (Amended parts are underlined)

Name	New Positions	Current Positions
Kouyuki Sakamoto	(Responsibilities) Director <u>General Manager of the Corporate Division</u> <u>Manager of the Investor Relations and Sustainability Office</u> Director of Simple Inc. Director of MEIKO Career Partners Co., Ltd. Director of Go Good Co., Ltd.	(Responsibilities) Director General Manager of Corporate Planning Department Manager of Sustainability Promotion Office Director of Simple Inc. Director of MEIKO Career Partners Co., Ltd. Director of Go Good Co., Ltd.

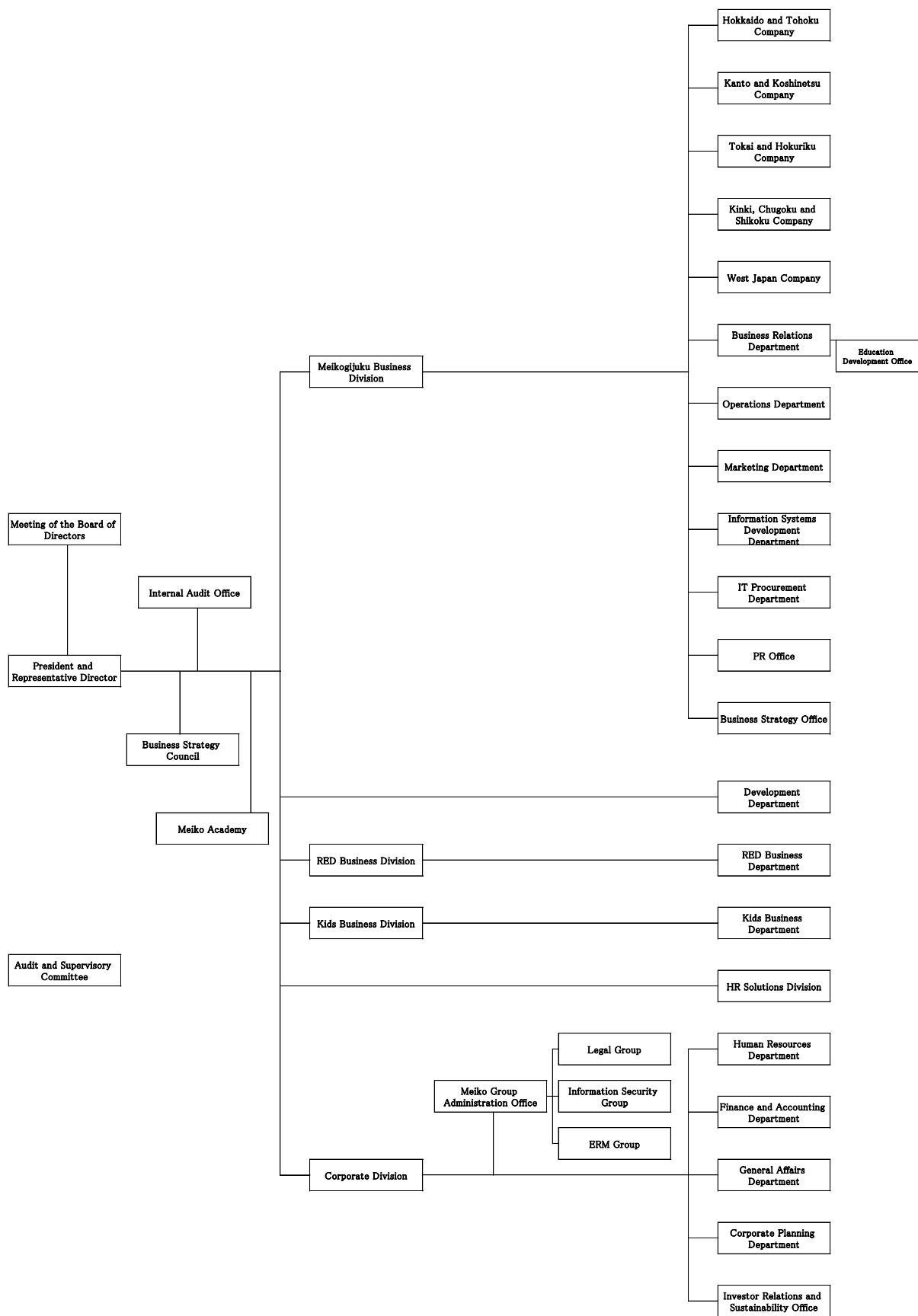
Date of Change: June 1,2026

3. Changes in the responsibilities of Executive Officers (Amended parts are underlined)

Name	New Positions	Current Positions
Shuji Watanabe	(Responsibilities) Senior Executive Officer — Senior Director of the Meiko Group Administration Office	(Responsibilities) Senior Executive Officer <u>Director of Administration</u> Senior Director of the Meiko Group Administration Office
Hiroki Kadoyanagi	(Responsibilities) Executive Officer — — <u>Deputy Manager of the Meiko Group Administration Office</u> <u>Director of Information Security Promotion Group</u> Auditor of Waseda EDU Co., LTD. Auditor of International Human Resource Development Co., LTD.	(Responsibilities) Executive Officer <u>General Manager of DX Strategy Division</u> <u>General Manager of IT Governance Department</u> Auditor of Waseda EDU Co., LTD. Auditor of International Human Resource Development Co., LTD.

Date of Change: June 1,2026

4. Organization Chart



As of June 1, 2026

5.Change in Personnel (Amended parts are underlined)

Name	New Positions	Current Positions
Satoshi Matsuda	<u>Senior Director of Marketing Department,</u> Meikogijuku Business Division	<u>Assistant to the General Manager of</u> Meikogijuku Business Division
Nobuaki Furusawa	Director of General Affairs Department, <u>Corporate Division</u>	Director of General Affairs Department, <u>Administration Division</u>
Takuya Sako	Director of Human Resources Department, <u>Corporate Division</u>	Director of Human Resources Department, <u>Administration Division</u>
Makoto Koyano	<u>Director of Corporate Planning Department,</u> <u>Corporate Division</u> Manager of Innovation Office Board Director of Go Good Co., Ltd. Board Director of Meikowellness Co., Ltd.	<u>Deputy Director of Corporate Planning</u> <u>Department</u> Manager of Innovation Office Board Director of Go Good Co., Ltd. Board Director of Meikowellness Co., Ltd.
Sugihisa Miyakawa	Director of Finance and Accounting Department, <u>Corporate Division</u> Auditor of MEIKO Career Partners Co., Ltd. Auditor of Reverse Inc. Auditor of Go Good Co., Ltd.	Director of Finance and Accounting Department, <u>Administration Division</u> Auditor of MEIKO Career Partners Co., Ltd. Auditor of Reverse Inc. Auditor of Go Good Co., Ltd.
Kensuke Iwamoto	Director of Operations Department, <u>Meikogijuku Business Division</u> Board Director of MAXIS Education Inc. Board Director of K.LINE Co.,Ltd.	Director of Operations Department, <u>DX Strategy Division</u> Board Director of MAXIS Education Inc. Board Director of K.LINE Co.,Ltd.
Kazuya Endo	Director of IT Procurement Department, <u>Meikogijuku Business Division</u>	Director of IT Procurement Department, <u>DX Strategy Division</u>
Kazuki Oka	Director of Information Systems Development Department, <u>Meikogijuku Business Division</u>	Director of Information Systems Development Department, <u>DX Strategy Division</u>
Naoko Ishida	<u>Manager of PR Office,</u> Meikogijuku Business Division	<u>PR Associate,</u> Meikogijuku Business Division
Misa Kawanami	<u>Manager of Legal Group, Meiko Group</u> <u>Administration Office, Corporate Division</u> Auditor of MAXIS Education Inc. Auditor of K.LINE Co.,Ltd.	<u>Associate of Risk Management Office,</u> <u>General Affairs Department, Administration</u> <u>Division</u> Auditor of MAXIS Education Inc. Auditor of K.LINE Co.,Ltd.

As of June 1,2026