

Notice of Changes in Directors

Tokyo Individualized Educational Institute, Inc. announces its Board of Directors passed a vote at a meeting convened on April 20, 2020 concerning the following changes in directors.

Description

1. Concerning the nomination of new director candidates (scheduled for May 27, 2020)

1) Objective

The objective of these changes is to ensure the Board of Directors can engage in appropriate and dynamic decision-making and operational supervision, and to strengthen the Company's business management structure. These changes are in line with the Company's basic policy of appointing directors with internal experience and knowledge of business management and operations as well as multiple outside directors with a diverse range of expertise and backgrounds.

2) New director candidates

Name	New title	Current position
Takeharu Tsutsumi	Director	Executive Officer and General Manager of the Business Strategy Office Director, HRBC Co., Ltd.
Koetsu Sanga	Director	Layers Consulting Co., Ltd. Management Director, DX Business Division

* Takeharu Tsutsumi and Koetsu Sanga will be appointed as directors officially upon approval at the 37th General Meeting of Shareholders scheduled for May 27, 2020.

* Koetsu Sanga is a candidate for outside director. Furthermore, if Mr. Sanga is appointed as outlined in the original motion, he will become an independent director as defined in provisions outlined by the Tokyo Stock Exchange.

3) Reasons for nomination

Takeharu Tsutsumi has mainly worked in the School Business Division and the Marketing Division, having served as General Manager of the Business Division, General Manager of the Marketing Division, General Manager of the Business Strategy Office, and Executive Officer. He has vast experience and knowledge of various departments within the Company. Since May 2017, as Executive Officer, Mr. Tsutsumi has led important decision-making, including drafting new medium-term management strategy and directing the Management Council. In FY2019, Mr. Tsutsumi successfully oversaw the Company's first M&A. The Company nominates Mr. Tsutsumi as a director candidate with the expectation that he will continue to contribute to the Company in FY2020 and beyond.

Koetsu Sanga has vast years of experience and knowledge in the IT industry, particularly in the areas of business management and IT strategy. The Company nominates Mr. Sanga as an outside director candidate with the expectation that he will contribute to Company operations by providing advice from an independent, objective, and broad perspective regarding Company operations. In particular, we believe his experience and knowledge in the IT field will contribute to the Company's efforts to develop an IT platform that promotes overall workflow optimization and supports future business development.

[Reference] Career summaries of new director candidates

◆ **Tsutsumi Takeharu**

Born 1974	
Feb. 1997	Joined Tokyo Individualized Educational Institute
Jan. 2002	General Manager of the Metropolitan Area Business Division's No. 5 Regional Supervisory Department
June. 2010	General Manager of the Kanagawa Business Division
Nov. 2011	General Manager of the No. 2 Business Divisions
Nov. 2012	General Manager of the Marketing Division
Dec. 2014	General Manager of the School Business Division and General Manager of the Marketing Division
June 2015	General Manager of the Education Business Division
Nov. 2016	General Manager of the Business Strategy Office (current)
May 2017	Executive Officer (current)
Jan. 2020	Director, HRBC Co., Ltd. (current)

◆ **Koetsu Sanga**

Born 1955	
April 1978	Joined Arthur Andersen LLP
Nov. 1978	Analyst, Andersen Consulting (currently Accenture Japan Ltd.)
Mar. 1981	Registered as Certified Public Accountant
Sept. 1990	Partner, Andersen Consulting (currently Accenture Japan Ltd.)
Aug. 2000	Representative Director and President, Satiscom Co., Ltd.
Feb. 2003	Principal, ABeam Consulting Co., Ltd.
June 2018	Advisor, ABeam Consulting Co., Ltd.
July 2018	Management Director, DX Business Division (current)
	Layers Consulting Co., Ltd.