

Notification of Independent Directors

1. Basic information

Company	CyberAgent, Inc.			TSE Code	4751
Submission date	November 20, 2025		Date of transfer (planned)	December 12, 2025	
Reasons for submission		- We will submit a proposal for the election of Outside Directors to the 28th Annual General Meeting of Shareholders.			
<input checked="" type="checkbox"/> All persons qualified as Independent Director are designated as Independent Director (*1)					

2. Independence of Independent Directors and Outside Directors

#	Name	Outside Director/ Outside Auditor	Independent Director	Attributes of Directors (*2, 3)													Descriptions of transfers	Consent of the individual
				a	b	c	d	e	f	g	h	i	j	k	l	N/A		
1	Koichi Nakamura	Outside Director	○												○		Yes	
2	Kozo Takaoka	Outside Director	○									△					Yes	
3	Tomomi Nakamura	Outside Director	○												○		Yes	
4	Takahiro Kanzaki	Outside Director	○												○		Yes	

3. Explanation of Attributes and Reasons for Appointment of Independent Directors

#	Explanation of applicable status (*4)	Reasons for Appointment (*5)
1	N/A	<p>Koichi Nakamura has extensive experience, achievements, and broad insight in corporate management, human resource strategy, and M&A, having led the administration of Japan Recruit Center Co., Ltd. (currently Recruit Holdings Co., Ltd.) for a long period as its Director and Executive Vice President. In addition, he is committed to decision-making on investment and other essential matters from his standpoint. Also, a voluntary meeting of directors ("Outside Directors' Meeting") is held every month to discuss a wide range of issues, including the enhancement of medium to long-term corporate value, sustainable growth, management supervision, succession plan, and executive compensation. This meeting leads to the discussion and formulation of a framework for the selection, development and structuring of senior executives, including future candidates for the Board of Directors. He participates in the Nomination and Compensation Advisory Committee and provides advice for the current fiscal year. Based on his experience, accomplishments, and insight, the Company judged that he could supervise management, provide advice, and make proposals from a third-party perspective when making decisions at the Board of Directors, to continuously strengthen corporate governance and enhance the corporate value of the Group. Therefore, the Company believes that he is suitable as an Independent Director.</p> <p>The Company also judged that he meets the independence criteria provided by the Tokyo Stock Exchange and he has no risk of conflicts of interest with general shareholders. Therefore, we have nominated him as an Independent Director and Outside Director.</p>
2	Until March 2020, Kozo Takaoka was an executive officer of Nestlé Japan Ltd. However, there is no specific relationship between the companies and we believe that there is no risk that the judgment of shareholders and investors will be affected.	<p>Kozo Takaoka has a wealth of experience and a wide range of insights as a corporate executive and leading expert in the field of marketing in Japan, having driven management and contributed to the development of the business as President and CEO of Nestlé Japan Ltd. and a board member of Nestlé Global. In addition, he is committed to the decision-making of investment and other important matters from his standpoint as an independent and Outside Director. He participates in the Outside Directors' Meeting every month. As a result of the discussions at the Outside Directors' Meeting, we are discussing and planning the selection, development, and the creation of a system for executive personnel, including future director candidates who will be responsible for sustainable corporate value enhancement. He participates in the Nomination and Compensation Advisory Committee and provides advice for the current fiscal year. Based on his experience, accomplishments, and insight, the Company judged that he can supervise management, provide advice, and make proposals from a third-party perspective when making decisions at the Board meetings to continuously strengthen corporate governance and enhance the corporate value of the Group. Therefore, the Company believes that he is suitable as an Independent Director.</p> <p>The Company also judged that he meets the independence criteria provided by the Tokyo Stock Exchange and he has no risk of conflicts of interest with general shareholders. Therefore, we have nominated him as an Independent Director and Outside Director.</p>
3	There is no business relationship between the Company and Nagaishi Law Office and we believe that there is no risk that the judgment of shareholders and investors will be affected.	<p>Tomomi Nakamura has many years of experience as an attorney in the field of corporate legal affairs, as well as three (3) years of teaching experience as a civil defense instructor at the Legal Training and Research Institute. He also has extensive expertise and deep insight into laws and regulations, including the Companies Act, Civil Code, and Intellectual Property Law. Since his appointment as an Outside Director in December 2021, he has leveraged his experience and insight to engage in discussions with management regarding possible risks and other issues, provide advice that contributes to strengthening internal controls, supervise management from an external and independent standpoint, and contribute to strengthening the Company's auditing system and corporate governance. Based on his experience, achievements, and insight, we believe that we can expect him to supervise the management and make appropriate remarks from his high level of expertise and experience and an external and independent standpoint when the Board of Directors makes decisions. Therefore, the Company believes that he is suitable as an Independent Director.</p> <p>The Company also judged that he meets the independence criteria provided by the Tokyo Stock Exchange and he has no risk of conflicts of interest with general shareholders. Therefore, we have nominated him as an Independent Director and Outside Director.</p>

4	<p>Takahiro Kanzaki serves as a representative director of an affiliated company of Kepple Group, Inc. However, there is no specific relationship between the companies and we believe that there is no risk that the judgment of shareholders and investors will be affected.</p>	<p>Takahiro Kanzaki has experience in audit practice as a certified public accountant at a major audit firm and has served as the representative director of the company he founded. He possesses not only expertise in finance and accounting but also extensive experience and insight as a business leader. In addition to his experience overseeing management as an outside director, he has a strong background in conducting audits and supervision as an outside auditor for listed companies. The Company believes he can provide oversight of management and appropriate advice with his specialized knowledge and multifaceted perspective, therefore, he is suitable as an Independent Director.</p> <p>The Company also judged that he meets the independence criteria provided by the Tokyo Stock Exchange and he has no risk of conflicts of interest with general shareholders. Therefore, we have nominated him as an Independent Director and Outside Director.</p>
---	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

4. Supplementary explanation

*1 Check the checkbox if all Outside Directors who qualify as Independent Directors are registered as Independent Directors.

*2 Items to be checked on the attributes of officers

- a. An executive of a listed company or its subsidiary company
- b. Non-executive directors or accounting advisors of a listed company or its subsidiary (in the case of outside auditors)
- c. An executive officer or non-executive director of a parent company of a listed company
- d. An auditor of a parent company of a listed company (in the case of outside auditors)
- e. An executive of a fellow subsidiary company of a listed company
- f. A person whose main business partner is a listed company or an executive thereof
- g. A major business partner of a listed company, or an executive thereof
- h. Consultants, accounting specialists, and legal experts who have received large amounts of monetary payments or other property from a listed company in addition to executive compensation
- i. A major shareholder of a listed company (in cases where the said major shareholder is a company, an executive of the said company)
- j. An executive of a business partner of a listed company (who does not fall under any of f, g, or h) (For the individual only)
- k. An executive of a company, between which the listed company's Outside Directors are mutually appointed. (For the individual only)
- l. An executive of a company, or an organization that receives donations from the listed company (For the individual only)

Please note that the above items from a. to l. are brief descriptions of the items specified in the TSE regulations.

*3 Mark the box with "○" if the category presently applies to or has recently applied to the director/audit or with "△" when the category applied to the director/audit in the past.

Mark the box with "●" if the category presently applies to or has recently applied to a close relative or with "▲" when the category applied to a close relative in the past.

*4 If any of the items through a. to l. applies to the director/audit, describe the attributes in detail (outline).

*5 Describe the reasons for appointment as an Independent Director/audit.