News Release Dated November 24, 2020

Company: Japan System Techniques Co., Ltd.

Representative: Takeaki Hirabayashi, President and CEO Stock code: 4323, Tokyo Stock Exchange, First Section Contact: Noboru Nishida, General Manager of General

Administration Division

Tel: +81-6-4560-1000

Notice of Change in Managing Director of the Overseas Subsidiary

The Board of Directors of Japan System Techniques Co., Ltd. approved the following change in managing director (chief operating officer) at its consolidated subsidiary JAST Asia Pacific Co., Ltd (Thailand).

1. Change in Managing Director (Effective January 1, 2021)

New position	Name	Current position
JAST Asia Pacific Co., Ltd. Managing Director	Hiroshi Iwasaki	-
Returned to Japan System Techniques Co., Ltd.	Hiroshi Yoshida	JAST Asia Pacific Co., Ltd. Managing Director