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Notice Concerning Implementation of the Next Career Support Program

ENECHANGE (hereinafter referred to as "the Company") hereby announces that its Board of Directors, at a meeting held today, decided on a policy to concentrate management resources on growth areas and reform working practices and personnel and performance evaluation systems to renew its workplace culture.

For employees who joined and currently work at the Company under the existing working arrangements, these measures will change the basis on which they work. Rather than requiring all employees to accept these changes, the Company has decided to provide an opportunity for employees to reconsider their career choices and has resolved to implement the "Next Career Support Program," as outlined below.

1. Reasons for Implementing the Next Career Support Program

In the fiscal year ended March 31, 2026, the Company recorded a net profit for the first time since its listing. Since then, it has reviewed existing businesses based on criteria such as earnings contributions relative to invested capital and growth potential, and has pursued a policy of allocating management resources to areas expected to deliver higher profitability and growth. The transaction announced separately today in the "Notice Concerning a Change in a Consolidated Subsidiary (Share Transfer) and Recording of Extraordinary Gain" was decided as part of these efforts.

Alongside the review of its business portfolio, the Company has decided to reform working practices and personnel and performance evaluation systems, and to review the size and composition of its workforce, in order to further improve productivity and renew its workplace culture.

The Company's business of applying AI to field operations (the AI-based inspection business), which the Company regards as a pillar of growth, requires different ways of working, including expanding on-site inspection and other operations through a series of M&A transactions. The Company is also advancing the use of AI and other initiatives in its own operations. As a result, the way work is performed and the size of the workforce required will change.

In light of these developments, the Company will reform working practices, including its current remote work arrangements, as well as personnel and performance evaluation systems and related arrangements, to reward results and the taking on of new challenges. These changes will alter the basis on which employees joined and currently work at the Company under existing working arrangements.

Rather than requiring all employees to accept these changes, the Company believes it is necessary to give both those who choose to continue working under the new policy and those who choose a different career an opportunity to determine their own future voluntarily. Accordingly, the Company has decided to implement the "Next Career Support Program" to support employees in making independent career choices and pursuing the next stage of their careers.

2. Overview of the Next Career Support Program

(1) Eligible employees	Regular employees of the Company (excluding certain employees who do not meet the prescribed requirements, such as fixed-term contract employees)
(2) Target number of participants	Approximately 40 employees
(3) Application period	From October 26, 2026, to January 29, 2027 Applications will close earlier if the target number of participants is reached.
(4) Separation dates	December 18, 2026, and other dates on or after that date designated by the Company
(5) Benefits	(1) Payment of prescribed special severance benefits (2) Outplacement support through an outplacement service provider for employees who request it

3. Outlook

Expenses arising from applications under this program, including special severance benefits, are expected to be recorded as extraordinary losses in the fiscal year ending March 31, 2027. However, as the number of applicants and other details have not yet been determined, the Company will disclose the application results, the specific amount of expenses, and the impact on its consolidated financial results for the fiscal year ending March 31, 2027, once these have been determined.