

Translation

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Notice of Changes in Executive Officers



December 20, 2023

Name of listed company: Chatwork Co., Ltd.

Listing exchange: Tokyo Stock Exchange

Securities code: 4448

URL: <https://corp.chatwork.com/en/ir/>

Representative: Masaki Yamamoto, Representative director, CEO

Contact for inquiries: Naoki Inoue, Director, CFO

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At a meeting on December 20, 2023, the Board of Directors resolved the following changes in executive officer positions.

1. New appointments (as of January 1, 2024)

Name	New position	Previous position
Go Kiritani	Executive Officer & Senior Vice President of Incubation Division	Vice President of Incubation Division

2. Transfer (as of January 1, 2024)

Name	New position	Previous position
Ryoichi Okada	Executive Officer & Senior Vice President of BPaaS Division	Executive Officer & Senior Vice President of Incubation Division
Yuki Tanaka	Executive Officer & Deputy Senior Vice President of Communication Platform Division	Executive Officer & Senior Vice President of Product Division

(Reference)

Executive officers as of January 1, 2024

Name	Position
Masaki Yamamoto	Representative Director, President & CEO
Naoki Inoue	Director, Senior Executive Officer & CFO
Shoji Fukuda	Director, Senior Executive Officer & COO
Masaaki Tobimoto	Senior Executive Officer, CHRO & Senior Vice President of People Division
Shinya Saito	Executive Officer & Senior Vice President of Communication Platform Division
Yuki Tanaka	Executive Officer & Deputy Senior Vice President of Communication Platform Division
Ryoichi Okada	Executive Officer & Senior Vice President of BPaaS Division
Go Kiritani	Executive Officer & Senior Vice President of Incubation Division
Shinsuke Hase	Executive Officer & Senior Vice President of Administration Division