

Jun 30, 2025

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Notice of Organizational Restructuring and Personnel Changes

We hereby announce that, at the Board of Directors meeting held on June 30, 2025, the Company resolved to implement the following organizational restructuring and personnel changes effective July 1, 2025.

1. Organizational Restructuring (Effective July 1, 2025)

The current four-division structure will be reorganized into a six-division structure by segmenting the business functions as follows:

· Client Services Division (CS Division) [Newly Established]

Comprised of: Business Solutions Company, e-Business Services Company, Support Business Company

· Technology Solutions Division (TS Division) [Newly Established]

Comprised of: Embedded Solutions Company, Quality Engineering Company

· West Japan Business Division (NB Division) [Newly Established]

Comprised of: West Japan Company, Ehime Company

· Product Solutions Division (PS Division) [Unchanged]

Comprised of: IT Security Department, xoBlos Department, DX Business Department

· Corporate Planning Division [Unchanged]

Comprised of: Corporate Planning Department, Business Promotion Department, IR Department, Group Strategy Department, R&D Department

· Administrative Division [Unchanged]

Comprised of: Human Resource Planning Department, General Affairs Department, Accounting Department, Partner Promotion Department

2. Personnel Changes (Effective July 1, 2025)

Changes in Responsibilities of Directors

Name	New Position	Current Position
Satoshi Ichikawa	Representative Director and President, Executive Officer Responsible for CS, TS, NB Divisions, Corporate Sales Dept., Internal Audit Office	Representative Director and President, Head of Business Division
Hiroyuki Komatsu	Director, Executive Vice President Head of Corporate Planning Division Responsible for PS and Corporate Planning Divisions	Director, Executive Vice President Head of Corporate Planning Division, Head of Product Solutions Division
Shoji Nakagawa	Director, Senior Executive Officer General Manager, Corporate Sales Department	Director, Executive Officer Deputy Head of Business Division, President of West Japan Company
Akiko Shibao	Director, Senior Executive Officer Head of Administrative Division, General Manager of Accounting Department	Director, Executive Officer Head of Administrative Division, General Manager of Accounting Department

3. Personnel Changes (Subject to Resolution at the General Shareholders' Meeting in September 2025)

New Director Candidate

Name	New Position	Current Position
Shieri Mori	Outside Director (Part-time)	-

Resigning Directors

Name	New Position	Current Position
Shoji Nakagawa	Senior Executive Officer General Manager, Corporate Sales Department	Director, Senior Executive Officer General Manager, Corporate Sales Department
Kenichiro Murayama	-	Internal Director (Part-time)
Masaaki Nishii	-	Outside Director (Part-time)

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