

Jun 30, 2026

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, 2026, the Company resolved to implement the following organizational restructuring and personnel changes effective July 1, 2026.

1. Organizational Restructuring (Effective July 1, 2026)

The six-division structure will remain unchanged from the previous fiscal year.:

· Client Services Division (CS Division) [Unchanged]

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

· Technology Solutions Division (TS Division) [Unchanged]

Comprised of: Embedded Solutions Company, Quality Engineering Company

· West Japan Business Division (NB Division) [Unchanged]

Comprised of: West Japan Company, Ehime Company

· Product Solutions Division (PS Division) [New Departments]

Comprised of: IT Security Department, xoBlos Department, DX Business Department, and the newly established Sales Promotion Department and Business Development Department, reporting directly to the Product Solutions (PS) Division.

· Sales Promotion Department: The establishment of the department will strengthen end-user acquisition and promote business expansion through collaboration across other BUs and Group companies.

· Business Development Department: The establishment of the department will accelerate the launch of new businesses.

· Corporate Planning Division [Organizational Changes]

Comprised of: Corporate Planning Department, Project Promotion Department, Investor Relations & Marketing Department, Group Strategy Department, and R&D Department.

· Project Promotion Department: The strengthening of project management functions will enhance support for the execution of system development projects.

· Investor Relations & Marketing Department: The addition of marketing functions will strengthen information dissemination initiatives aimed at enhancing corporate recognition and brand value.

· Administrative Division [Unchanged]

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

2. Personnel Changes (Effective July 1, 2026)

Changes in Responsibilities of Directors

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

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