



March 25, 2026

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(Securities code: 3937; TSE Standard Market)
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Notice of Organizational Restructuring (Transition to a Matrix Organization) and Personnel Changes

Ubicom Holdings, Inc. hereby announces that, at the meeting of the Board of Directors held today, our company resolved to implement organizational and personnel changes as described below.

1. Purpose of the Organizational Restructuring

In the Group's Technology Consulting Business, against the backdrop of rapid advancements in AI technologies, the Group is promoting a shift from the traditional man-hour-based business model to a high-profit model driven by enhanced productivity through AI-driven development.

The key recent initiatives are as follows.

- Expansion of strategic investment in AI personnel at the Philippines operations from the third quarter
- Acquisition of PoC (proof-of-concept) projects utilizing IBM's "watsonx" from the fourth quarter
- Increase in inquiries related to AI projects

Based on these initiatives, the Group has determined that a fundamental reform of its organizational structure is necessary in order to maximize growth speed and profitability.

Through this restructuring, the Group will transition from a conventional pyramid-type organization to a matrix organization that combines "a customer axis" (four-division structure), "a functional axis", and cross-functional capabilities. In addition, the Group will establish an "AI Innovation Center" and promote the consolidation and standardization of AI assets that were previously dispersed across the Group, thereby strengthening its capability to propose AI solutions to all customers.

2. Overview of the Organizational Restructuring of Technology Consulting Business Division (As of April 1, 2026)

In order to establish a highly advanced management structure at a global standard, the Group will transition to an organizational structure built around the following three functions.

(1) Customer Axis

The Group will adopt the following four-division structure, which will be responsible for deepening strategic partnerships and developing markets.

- "Global Partner Department"
- "Domestic Partner Department"
- "Prime Solution Department"
- "AI Enterprise Department"

(2) Cross-functional Capability

- "AI Innovation Center"

The former AI Strategy Department will be reorganized and split into "AI Enterprise Department", which will be responsible for providing solutions to customers, and "AI Innovation Center", which will be responsible for building the technological foundation. Through this reorganization, AI Innovation Center will serve as a specialized organization that consolidates AI-related knowledge across the Company and is responsible for

the standardization and advancement of technologies. The Group will thereby strengthen its ability to propose AI solutions to all customers.

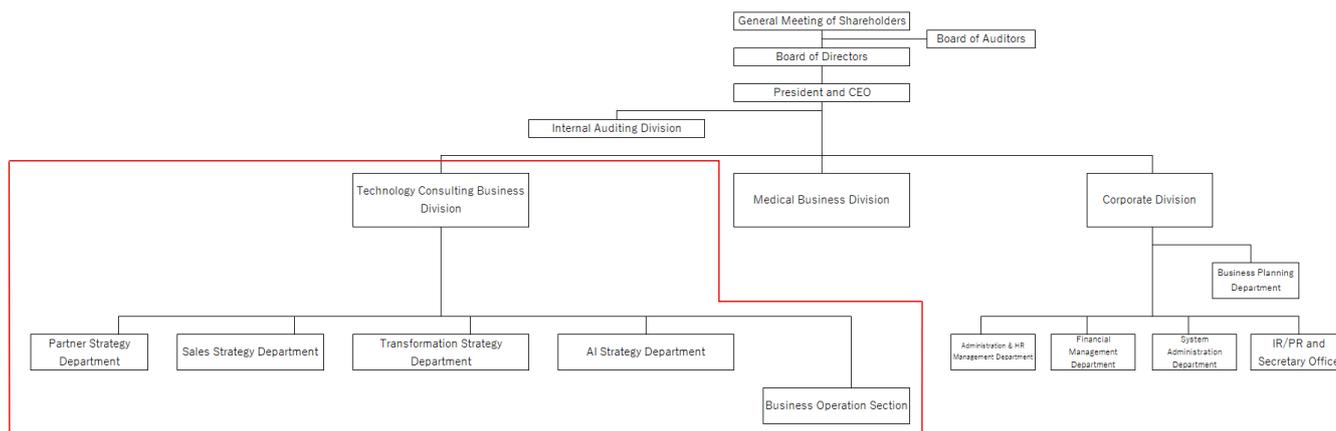
- (3) Functional Axis
 - “Sales Management Department”

This department will promote more advanced AI-driven development proposals and sales consulting for existing customers, with the aim of improving the Group’s order win rate and maximizing sales productivity.

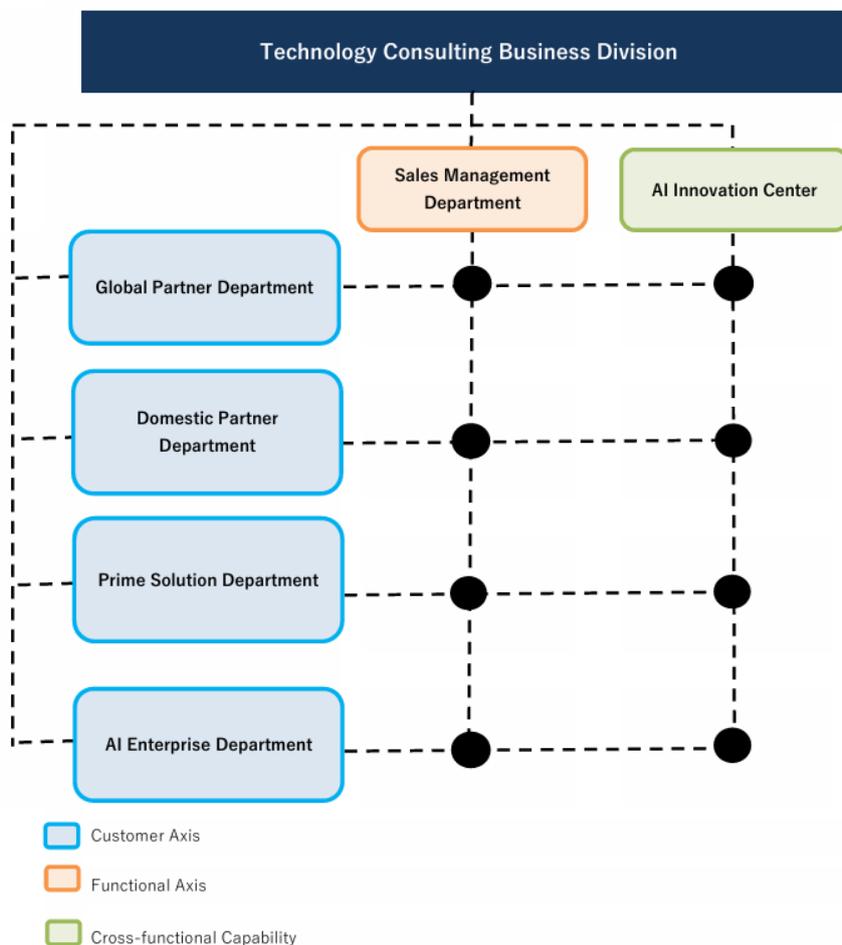
3. Personnel Changes Associated with Restructuring

(1) Organizational Changes (As of April 1, 2026)

《Organizational Chart》
Before the Change



《Organizational Chart》
After the Change (Effective April 1, 2026)



(2) Personnel Changes (As of April 1, 2026)

【Executive Officers】

Name	New Position	Previous Position
Naoki Takahashi	Executive Officer Technology Consulting Business Division Executive General Manager Prime Solution Department Business General Manager	Executive Officer Technology Consulting Business Division Executive General Manager Transformation Strategy Department Business General Manager
Peter Tan	Executive Officer Technology Consulting Business Division AI Enterprise Department Business General Manager AI Innovation Center Executive PMO	Executive Officer Technology Consulting Business Division AI Strategy Department Business General Manager

【Business General Manager】

Name	New Position	Previous Position
Yasuhiro Ishihara	Technology Consulting Business Division Global Partner Department Business General Manager	Technology Consulting Business Division Partner Strategy Department Business General Manager
Hidenori Waki	Technology Consulting Business Division Domestic Partner Department Business General Manager	
Tsutae Yamashita	Technology Consulting Business Division Sales Management Department General Manager	Technology Consulting Business Division Sales Strategy Department Chief Manager
Katsumi Murayama	Technology Consulting Business Division Sales Management Department Manager Sales Administration Section Manager	Technology Consulting Business Division Sales Strategy Department Business General Manager

【Resigning Executive Officer】 (Scheduled for April 2, 2026)

Name	Current Position and Title
Nanju Zen	Executive Officer and Senior Manager Technology Consulting Business Division

4. Outlook

The impact of this matter on the consolidated financial results for the fiscal year ending March 31, 2026 is expected to be minimal. However, the Company believes that it will make a significant contribution to improving business performance and capital efficiency from the following consolidated fiscal year onward.

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.

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