



February 18, 2022

Notification of Organization and Personnel Changes

ACOM CO., LTD. announces that it resolved to execute the following changes in organization and personnel.

1. Change in Organization

(1) Outline of Change in Organization

- “Guarantee Business Division” will be newly established in order to further strengthen the planning and promotion function for Guarantee Business. “Guarantee Planning Dept.” and “Guarantee Alliance Promotion Dept.” will be set up as its substructures.
- “Sustainability Promotion Office” will be newly established as a substructure for “Corporate Planning Dept.” in order to promote management that contributes to the realization of a sustainable society (sustainability).
- “Public Relations & CSR Dept.” will be integrated into “Finance Dept.” and “Public & Investor Relations Office” will be set up as a substructure in “Finance Dept.”

(2) Date of Change

April 1, 2022

2. Changes in Personnel

(1) Changes of Executive Managing Officers’ Assigned Departments

(Underlined parts indicate the changes.)

(As of April 1, 2022)

New Assigned Departments	Name	Current Assigned Departments
<ul style="list-style-type: none">○ <u>Head of Guarantee Business Division</u>○ <u>Guarantee Planning Dept. and Guarantee Alliance Promotion Dept.</u>	Executive Managing Officer Michihito Onodera	<ul style="list-style-type: none">○ <u>Guarantee Business Dept.</u>
<ul style="list-style-type: none">○ Chairman of Financial Information Disclosure Committee○ Finance Dept. and Treasury Dept.	Executive Managing Officer Tomoo Shikanoya	<ul style="list-style-type: none">○ Chairman of Financial Information Disclosure Committee○ Finance Dept., Treasury Dept. <u>and PR & CSR Dept.</u>○ <u>Chief General Manager of PR & CSR Dept.</u>

(2) Appointment of Executive Officers

(Underlined parts indicate the changes.)

(As of April 1, 2022)

New Position	Name	Current Position
○ <u>Executive Officer</u> , Chief General Manager of Human Resources Dept.	Tai Wakikawa	○ Chief General Manager of Human Resources Dept.
○ <u>Executive Officer</u> , Chief General Manager of Treasury Dept.	Akifumi Kinoshita	○ Chief General Manager of Treasury Dept.
○ <u>Executive Officer</u> , Chief General Manager of Corporate Planning Dept.	Kazuki Morishita	○ Chief General Manager of Corporate Planning Dept.
○ <u>Executive Officer</u> , Chief General Manager of Business Process Management Dept.	Osamu Morimoto	○ Chief General Manager of Business Process Management Dept.

(3) Changes of Chief General Managers

(As of April 1, 2022)

New Position	Name	Current Position
○ Overseas Business Management Dept., Chief General Manager	Masahito Osawa	○ Chief General Manager of Compliance Dept.
○ Chief General Manager of Guarantee Alliance Promotion Dept.	Wataru Yoshioka	○ Chief General Manager of Guarantee Business Dept.
○ Chief General Manager of System Operation Dept.	Kenya Nakazawa	○ Chief General Manager of System Development Dept.
○ Chief General Manager of System Development Dept.	Tomohiro Nakazawa	○ Chief General Manager of System Operation Dept.
○ Chief General Manager of Compliance Dept.	Manabu Iwasaki	○ General Manager of Guarantee Business Dept.
○ Chief General Manager of Guarantee Planning Dept.	Yasuyuki Hayashi	○ General Manager of Guarantee Business Dept.

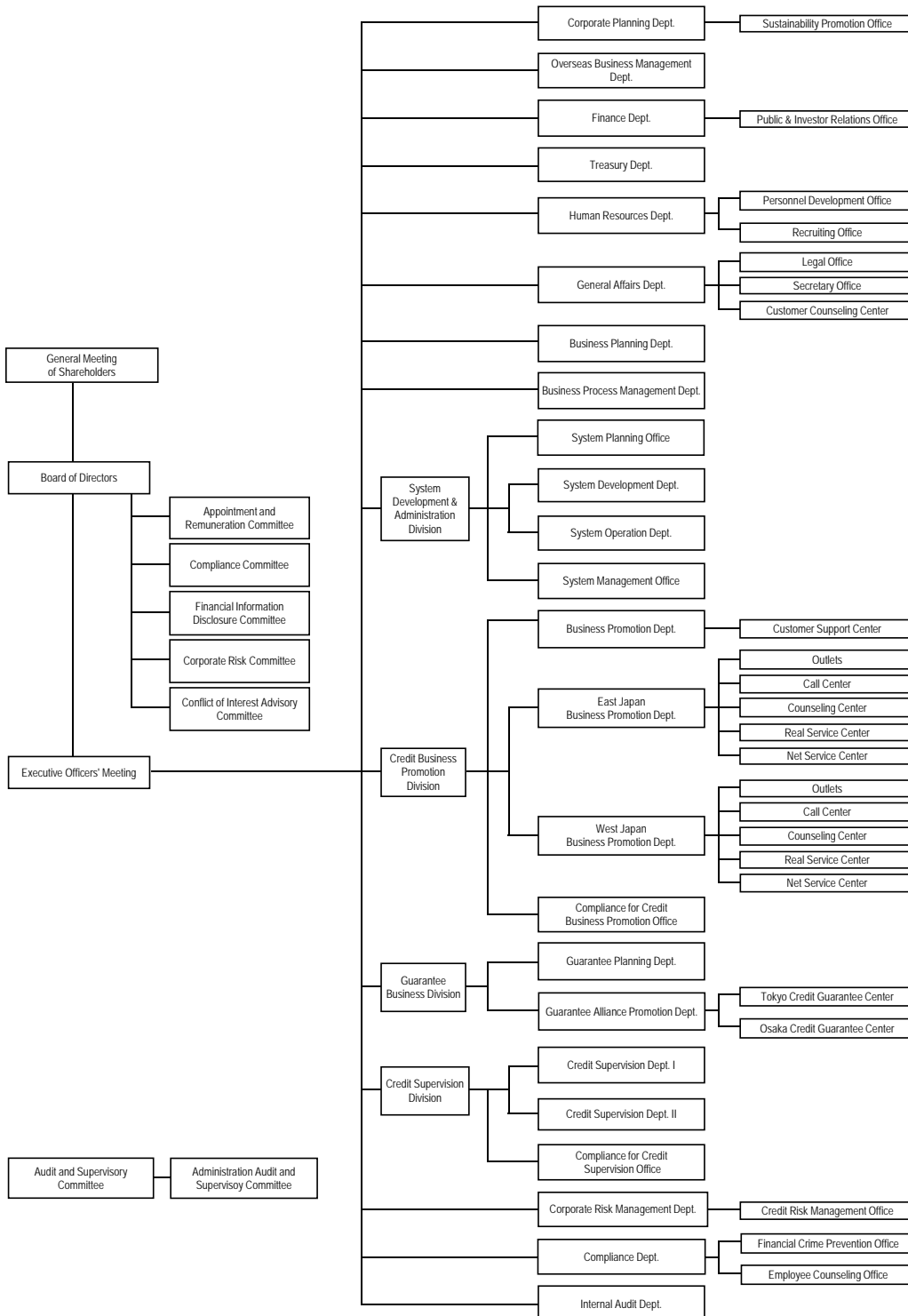
3. Reference

- “Organization Chart”: Appendix 1
- “Table of Directors (Excluding Members of Audit and Supervisory Committee) Serving Concurrently as Executive Officers, etc.” and “Table of Executive Officers with Assignment and Assigned Department & Office”: Appendix 2

Organization Chart

[Appendix 1]

(As of April 1, 2022)



**Table of Directors (Excluding Members of Audit and Supervisory Committee)
Serving Concurrently as Executive Officers, etc.**

(As of June 23, 2021)

Position	Name	Serving Concurrently as Executive Officer, etc.
Chairman	Shigeyoshi Kinoshita	○ Conspectus of Corporate Management
Deputy Chairman	Hiroshi Naruse	○ Supporting Conspectus of Corporate Management ○ Chairman of Corporate Risk Committee ○ Compliance Dept. and Internal Audit Dept.
President	Masataka Kinoshita	○ Chairman of Appointment and Remuneration Committee ○ Chief Executive Officer
Senior Managing Director	Tomomi Uchida	○ Senior Executive Managing Officer
Senior Managing Director	Takashi Kiribuchi	○ Senior Executive Managing Officer
Director	Masakazu Oosawa	

Table of Executive Officers with Assignment and Assigned Department & Office

(As of April 1, 2022)

Position	Name	Assignment and Assigned Department & Office, etc.
Chief Executive Officer	Masataka Kinoshita	○ Supervisor of All Business Execution
Senior Executive Managing Officer	Tomomi Uchida	○ Head of Credit Supervision Division ○ General Affairs Dept., Credit Supervision Dept. I, Credit Supervision Dept. II and Compliance for Credit Supervision Office
Senior Executive Managing Officer	Takashi Kiribuchi	○ Head of System Development & Administration Division ○ Corporate Planning Dept., System Development Dept., System Operation Dept., System Planning Office and System Management Office
Executive Managing Officer	Masaru Kuroda	○ Overseas Business Management Dept. ○ Vice in Charge of Compliance Dept.
Executive Managing Officer	Michihito Onodera	○ Head of Guarantee Business Division ○ Guarantee Planning Dept. and Guarantee Alliance Promotion Dept.
Executive Managing Officer	Tomoo Shikanoya	○ Chairman of Financial Information Disclosure Committee ○ Finance Dept. and Treasury Dept.
Executive Managing Officer	Masashi Yoshiba	○ Human Resources Dept. and Business Process Management Dept.
Executive Managing Officer	Yuji Kinoshita	○ Head of Credit Business Promotion Division ○ Business Planning Dept., Business Promotion Dept., East Japan Business Promotion Dept., West Japan Business Promotion Dept. and Compliance for Credit Business Promotion Office
Executive Managing Officer	Masatoshi Nabeoka	○ Corporate Risk Management Dept. ○ Chief General Manager of Corporate Risk Management Dept.
Executive Officer	Masayuki Sone	○ Chief General Manager of West Japan Business Promotion Dept.
Executive Officer	Akihiro Kiyooka	○ Credit Supervision Division (Special Mission)
Executive Officer	Hidehiko Shibata	○ Chief General Manager of East Japan Business Promotion Dept.
Executive Officer	Masahiko Machida	○ Chief General Manager of Internal Audit Dept.
Executive Officer	Hitoshi Yokohama	○ Guarantee Business Division (Special Mission)
Executive Officer	Takeo Noda	○ Overseas Business Management Dept. (Special Mission)
Executive Officer	Tai Wakikawa	○ Chief General Manager of Human Resources Dept.
Executive Officer	Akifumi Kinoshita	○ Chief General Manager of Treasury Dept.
Executive Officer	Kazuki Morishita	○ Chief General Manager of Corporate Planning Dept.
Executive Officer	Osamu Morimoto	○ Chief General Manager of Business Process Management Dept.