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For Immediate Release

dip Corporation  
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## Notice of Organizational Change and Personnel Changes

Dip Corporation announces that the following changes in the organization, the duties of directors, and appointments of corporate officers and general managers effective on March 1, 2022.

### 1. Details of Organizational Changes

(Personnel Recruiting Services Business)

- A new Service Officer position will be established to oversee the product development, sales, and marketing functions of each service in an integrated manner, and to direct flexible business operations.
- The HR Solutions Division will be split into the HR Consulting Sales Division, which will be in charge of large clients, and the East Japan HR Solutions Sales Division, which will be in charge of medium-sized and small clients in the East Japan area.
- To strengthen the sales structure for large customers at regional offices, the Inside Sales Division will be transferred from the Regional Sales Group to the Business Solution Sales Group.

(DX Business Group)

- In order to further strengthen inter-departmental collaboration and enhance product quality, the Product Growth Office will be set up directly under the DX Business Group, and the Sales Division and Product Division will be abolished.

(Service Development Group)

- The new business development and internal DX promotion functions of the Next-Generation Business Development Division will be placed directly under the Service Development Group, and the division will be eliminated.
- Dip Research Institute is transferred from the Service Development Group to be directly under the supervision of the COO.

### 2. Changes in the duties of directors ※Underlined items indicate new positions

Name	Position
Masatsugu Shidachi	Director, COO (Chief Operating Officer), <u>CIO (Chief Information Officer)</u> <u>and head of Service Development Group</u>
Katsumi Ueki	Director

3. Appointment of Service Officers ※Underlined items indicate new positions

Name	Position
Takatsune Inoue	Corporate Officer, <u>Service Officer (Baitoru)</u> Head of Regional Sales Group
Tomohiro Kitazato	Corporate Officer, <u>Service Officer (Hatarako.net, Baitoru PRO)</u> Head of HR Sales Group

4. Appointment of Corporate Officer ※Underlined items indicate new positions

Name	Position
Yoshinobu Toyohama	<u>Corporate Officer, CTO (Chief Technology Officer)</u> <u>Head of System Development Division, Service Development Group</u>

5. Appointment of General Manager ※Underlined items indicate new positions

Name	Position
Shohei Kokubu	<u>Head of HR Consulting Division,</u> HR Sales Group
Jun Nobuyama	<u>Head of Strategy Execution Division,</u> Business Promotion Group

6. Regarding Corporate Officers ・ General Managers Human Resources

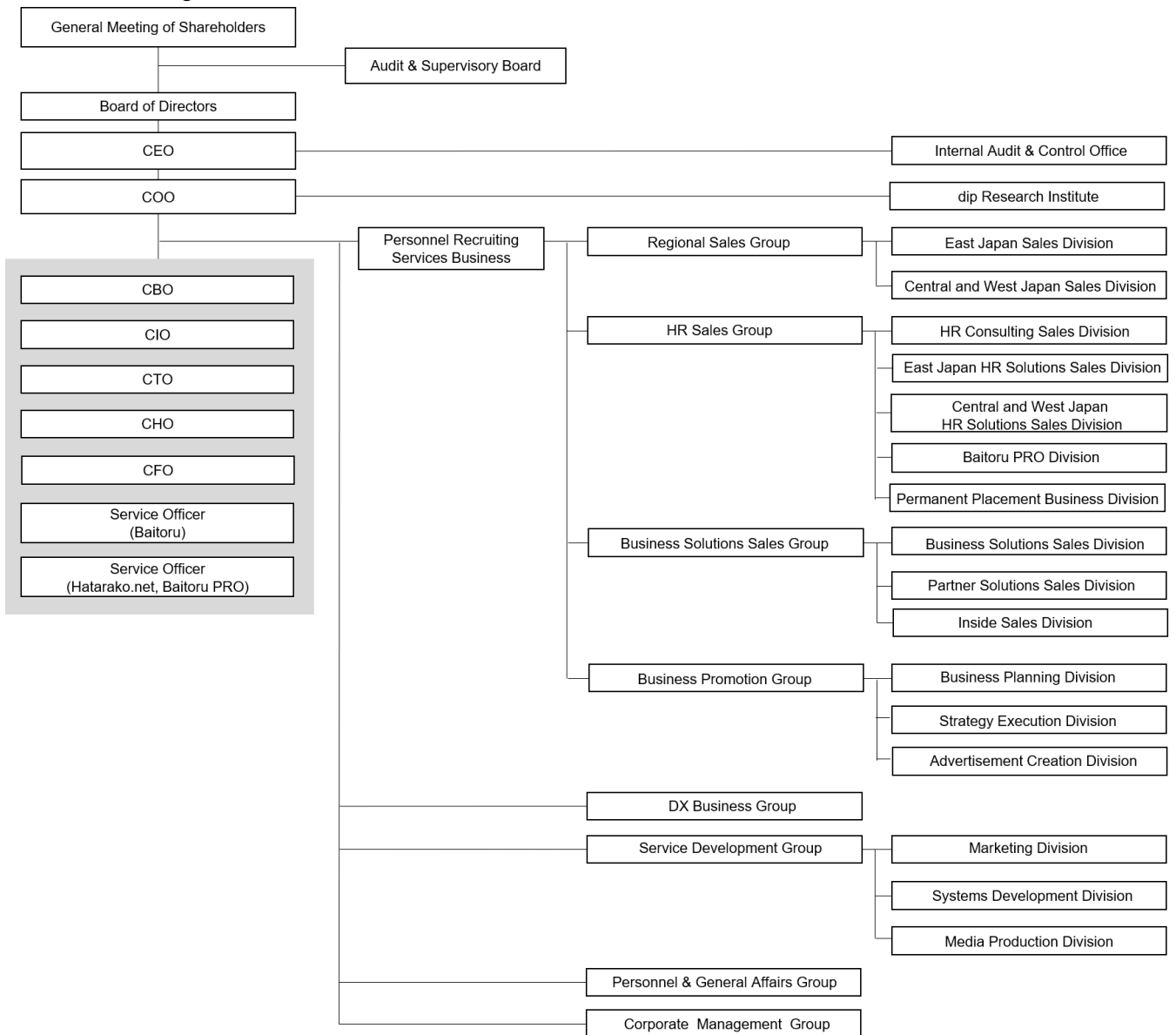
■ Corporate Officers ※Underlined items indicate new positions

Name	Position
Takatsune Inoue	Corporate Officer, <u>Service Officer (Baitoru)</u> Head of Regional Sales Group
Tomohiro Kitazato	Corporate Officer, <u>Service Officer (Hatarako.net, Baitoru PRO)</u> Head of HR Sales Group
Jun Sagano	Corporate Officer Head of Business Solutions Sales Group
Goryu Hada	Corporate Officer Head of Business Promotion Group and Head of Business Planning Division for the Group
Hideki Miura	Corporate Officer Head of DX Business Group
Kei Shinto	Corporate Officer Deputy head of Service Development Group <u>and head of Media Production Division for the Group</u>
Yoshinobu Toyohama	<u>Corporate Officer, CTO (Chief Technology Officer)</u> <u>Head of System Development Division, Service Development Group</u>
Nobuaki Kito	Corporate Officer, CHO (Chief Human Officer) Head of Personnel & General Affairs Group
Haruhiko Arai	Corporate Officer, CFO (Chief Financial Officer) Head of Corporate Management Group

■ General Managers ※Underlined items indicate new positions

Name	Position
Yasunori Tashiro	General Manager Head of East Japan Sales Division, Regional Sales Group
Shinya Sanda	General Manager Head of Central and West Japan Sales Division, Regional Sales Group
Shohei Kokubu	General Manager Head of HR Consulting Division, HR Sales Group
Yuya Inahara	General Manager <u>Head of East Japan HR Solutions Sales Division, HR Sales Group</u>
Satoshi Koike	General Manager Head of Central and West Japan HR Solutions Sales Division, HR Sales Group
Hiroyuki Ito	General Manager Head of Baitoru PRO Division, HR Sales Group
Goro Mizoguchi	General Manager Head of Permanent Placement Business Division, HR Sales Group
Keisuke Nukui	General Manager Head of Business Solutions Sales Division, Business Solutions Sales Group
Hideyuki Yanagita	General Manager Head of Partner Solutions Sales Division, Business Solutions Sales Group
Akihiko Masukawa	General Manager Head of Inside Sales Division, Business Solutions Sales Group
Jun Nobuyama	<u>Head of Strategy Execution Division,</u> Business Promotion Group
Ryo Morita	General Manager Head of Advertisement Creation Division, Business Promotion Group
Tomu Matsuda	General Manager DX Business Group
Koji Sugano	General Manager DX Business Group
Kazuomi Hori	General Manager Head of Marketing Division, Service Development Group
Daisuke Kameyama	General Manager Corporate Management Group
Toshiki Miyauchi	General Manager Head of dip Research Institute
Tadatoshi Honma	General Manager Head of Internal Audit & Control Office

<Reference> Organizational Structure



(Note) English documents are prepared as a courtesy to our stakeholders. In the event of any inconsistency between English-language documents and the Japanese-language documents, the Japanese-language documents will prevail.