



March 25, 2022

To whom it may concern:

Net One Systems Co., Ltd.  
(Stock Code: 7518, TSE1)

## **Notice regarding organizational reforms and senior management personnel changes effective on April 1, 2022**

Net One Systems Co., Ltd. ("Net One Systems") hereby announces the following organizational reforms and changes to its senior management personnel.

### **1. Organizational reforms**

The following organizational reforms will be implemented to promote the Net One Group's growth strategy, establish a strong management foundation, and strengthen internal controls.

- (1) Net One Systems will establish the Government Affairs Promotion Office (organization reporting directly to the president) to strengthen its business expansion framework in response to evolving needs in the public sector and changes in the surrounding market environment.
- (2) To improve transparency and facilitate business reforms, the Business Visualization Office will be established underneath the dominion of the Corporate Planning Division.
- (3) To expand its quantity of customer contact points and accelerate its shift toward services through the integration of various technological functions, Net One Systems will consolidate engineering departments previously attached to each of its business units and establish a new Sales Engineering Unit. This Sales Engineering Unit will consist of 24 departments.
  - Engineering departments attached to each business unit will be transferred to the Sales Engineering Unit.
  - Field marketing and service development functions will be transferred from the Business Development Division.
  - Engineering departments as well as consulting, project management, and service development and operation functions will be transferred from the Customer Service Division.
- (4) To address social issues affecting individual markets and expand business opportunities, Net One Systems will reorganize its business units as follows.
  - Sales functions will be reorganized and recategorized according to their respective markets and areas to create a five-unit structure, including the East Japan Business Unit 1, East Japan Business Unit 2, East Japan Business Unit 3, Central Japan Business Unit, and West Japan Business Unit.

- To optimize and strengthen control over sales management operations, Net One Systems will establish a new Business Promotion Department (Business Promotion Office) in each business unit.

## 2. Administrative dominions of executive directors

Executive director	Subordinate organizations
Takafumi Takeshita	General management, Internal Audit Office, Risk Management Department, Compliance Office, Government Affairs Promotion Office, Corporate Planning Division, Corporate Planning & Management Division, and Business Control Division
Takuya Tanaka	East Japan Business Unit 1, East Japan Business Unit 2, East Japan Business Unit 3, Central Japan Business Unit, and West Japan Business Unit
Fumihiko Shinoura	Business Development Division and Customer Service Division
Koji Tsuji	Sales Engineering Unit

## 3. Changes to senior management personnel

### (1) Changes in vice presidents, general managers, and managing directors

Name	New position(s)	Former position(s)
Takafumi Takeshita	President and CEO	President, CEO, CRO, and CCO
Takuya Tanaka	Executive vice president, COO, and president and CEO of Net One Partners Co., Ltd.	Executive vice president and president and CEO of Net One Partners Co., Ltd.
Mitsuru Kiuchi	Executive vice president and CHRO	Adviser
Fumihiko Shinoura	Executive vice president and CTO	Vice president, CMO, in charge of the Business Development Division
Koji Tsuji	Executive vice president, CSO, and executive director at Net One Partners Co., Ltd.	Vice president, in charge of East Japan Business Unit 1, and executive director at Net One Partners Co., Ltd.
Masayuki Kitajima	Executive vice president, CRO, CCO, president and CEO of Net One Business Operations G.K., executive director at Net One Partners Co., Ltd., and executive director at Net One Next Co., Ltd.	Adviser
Tomohiro Iwamoto	Vice president, CIO, in charge of the Corporate Planning & Management Division	Vice president, CIO, in charge of the Corporate Planning & Management Division, and president and CEO of Net One Systems USA, Inc.
Junji Ueno	Vice president, in charge of East Japan Business Unit 1	Vice president, in charge of East Japan Business Unit 2

Name	New position(s)	Former position(s)
Akiko Kanai	Vice president, in charge of East Japan Business Unit 2, and executive director at Net One Partners Co., Ltd.	Vice president at Net One Partners Co., Ltd. and in charge of the Business Development Department, Corporate Planning Office, and Sales Engineering Department
Yoshimitsu Narita	Vice president, in charge of East Japan Business Unit 3	General manager of the Central Japan Business Unit; in charge of Sales Departments 1–3, the Engineering Department, and the Sales Assistant Team; and executive director at Net One Next Co., Ltd.
Yoichi Matsumoto	Vice president, in charge of the Central Japan Business Unit	Vice president, in charge of the Customer Service Division, and executive director at eXtreak, Inc.
Kenta Minagawa	Vice president, in charge of the Sales Engineering Unit	General manager of East Japan Business Unit 1 and in charge of Engineering Departments 1–5
Takako Ozawa	General manager of the Customer Service Division and executive director at eXtreak, Inc.	General manager of the Business Development Division; in charge of the Product Marketing Department, Field Marketing Department, and Business Management Department; and concurrent director of the Business Management Department under the Business Development Division
Yusuke Fujita	General manager of the Business Development Division and CFO of Net One Systems Singapore Pte. Ltd.	General manager of the Business Development Division; in charge of the Advanced Technology Strategy Office and Advanced Technology Engineering Departments 1 and 2; and concurrent director of Advanced Technology Engineering Department 1 under the Business Development Division
Yoshiaki Hino	General manager of East Japan Business Unit 3 and in charge of the Business Promotion Department	General manager of East Japan Business Unit 2; in charge of Sales Departments 1, 3, and 4; and concurrent director of Sales Department 3 under East Japan Business Unit 2
Shinsuke Tashiro	General manager of the Sales Engineering Unit and in charge of Public Engineering Departments	Director of the Engineering Department under the West Japan Business Unit
Akihiro Nakajima	General manager of the Sales Engineering Unit and in charge of Enterprise Engineering Departments and Service Provider Engineering Departments	Director of Engineering Department 1 under East Japan Business Unit 2

Name	New position(s)	Former position(s)
Soshi Kumagai	General manager of the Sales Engineering Unit and in charge of the IT Outsourcing Department, Operational Technology Department, Strategic Consulting Department, Project Management Department, and Service Development Operation Department	Director of Engineering Department 3 under East Japan Business Unit 1
Takatoshi Tsuchiya	General manager of the Customer Service Division and in charge of the Expert Operation Departments and Facility Engineering Department	General manager of the Customer Service Division and in charge of Engineering Departments 1 and 2 and the Facility Engineering Department
Chisato Oki	General manager of the Business Development Division and in charge of the Product Management Department	Director of the Product Marketing Department under the Business Development Division
Kenji Tachikawa	Vice president at Net One Partners Co., Ltd. and in charge of Sales Departments	Vice president at Net One Partners Co., Ltd. and in charge of Sales Department 2 and the West Japan Sales Department
Yoshitaka Koga	Vice president at Net One Partners Co., Ltd. and in charge of the Corporate Planning Department, Business Management Department, and Logistics & Quality Management Department	Vice president at Net One Partners Co., Ltd. and in charge of the Business Management Department and Logistics & Quality Management Department
Hideki Toyama	Managing director at Net One Partners Co., Ltd. and in charge of the Sales Engineering Department and Business Development Department	Managing director at Net One Partners Co., Ltd. and in charge of Sales Department 1
Mikako Chika	Managing director at Net One Partners Co., Ltd. and in charge of Sales Departments	Managing director at Net One Partners Co., Ltd. and in charge of Sales Department 3
Shuichi Okamoto	President and CEO of Net One Systems USA, Inc.	Vice president and COO of Net One Systems USA, Inc.
Junichi Nakamura	CEO of Net One Systems Singapore Pte. Ltd. and director at Net One Asia Pte. Ltd.	Vice president, in charge of the Central Japan Business Unit, and CEO of Net One Systems Singapore Pte. Ltd.

## (2) Changes in directors

Name	New position(s)	Former position(s)
Kazunobu Isomura	Director of the Government Affairs Promotion Office	Director of the Engineering Department under the Central Japan Business Unit
Masaki Taneda	Director of the Risk Management Department and CISO	Director of the Risk Management Office and CISO
Kazuhiro Hosaka	Director of the Business Visualization Office under the Corporate Planning Division	Director of Engineering Department 1 under the Customer Service Division

Name	New position(s)	Former position(s)
Kotaro Minami	Director of the Business Planning Office under the Business Control Division	Deputy director of Engineering Department 2 under the Customer Service Division
Daisuke Mizoguchi	Director of the Procurement Department under the Business Control Division	Deputy director of the Procurement Department under the Business Control Division
Shinji Owari	Director of the Business Promotion Department under the Business Control Division	Director of Sales Department 2 at Net One Partners Co., Ltd. and concurrent senior expert of the Corporate Planning Department under the Corporate Planning Division
Seigo Saito	Director of Sales Department 2 under East Japan Business Unit 1	Director of Sales Department 3 under East Japan Business Unit 1
Noriyuki Seto	Director of Sales Department 3 under East Japan Business Unit 1	Director of Sales Department 4 under East Japan Business Unit 1
Saori Hotta	Director of the Business Promotion Department under East Japan Business Unit 1	Manager of Sales Assistant Team 1 under East Japan Business Unit 1
Atsushi Nagura	Director of Sales Department 3 under East Japan Business Unit 2	Deputy director of Sales Department 3 under East Japan Business Unit 2
Yuki Nakazawa	Director of the Business Promotion Department under East Japan Business Unit 2	Deputy director of Sales Department 1 under East Japan Business Unit 2 and concurrent senior manager of Sales Team 1 under Sales Department 1 in East Japan Business Unit 2
Takanori Hayashi	Director of Sales Department 1 under East Japan Business Unit 3	Director of Sales Department 2 under East Japan Business Unit 1
Hirokazu Enomoto	Director of Sales Department 2 under East Japan Business Unit 3	Director of Sales Department 3 under the West Japan Business Unit
Toshihiro Takemura	Director of Sales Department 3 under East Japan Business Unit 3	Deputy director of Sales Department 4 under East Japan Business Unit 2
Takaoki Asanuma	Director of the Business Promotion Department under East Japan Business Unit 3	Senior manager of Engineering Team 1 under Engineering Department 1 in East Japan Business Unit 2
Keisuke Shibata	Director of Sales Department 2 under the Central Japan Business Unit	Director of Sales Department 3 under the Central Japan Business Unit
Kenichi Sakajo	Director of the Business Promotion Office under the Central Japan Business Unit	Senior manager of the West Japan Team under the Business Planning Department at Net One Business Operations G.K.
Kazuyuki Ikeda	Director of the ICT Strategic Support Office under the West Japan Business Unit	General manager of the Customer Service Division and concurrent director of the Project Management Office under the Customer Service Division
Daisuke Takekawa	Director of Sales Department 2 under the West Japan Business Unit	Director of Sales Department 4 under East Japan Business Unit 2

Name	New position(s)	Former position(s)
Nobuaki Kaimori	Director of Sales Department 3 under the West Japan Business Unit	Director of Sales Department 2 under the West Japan Business Unit
Takahiro Mizuno	Director of Sales Department 4 under the West Japan Business Unit	Senior manager of Sales Team 1 under Sales Department 2 in the West Japan Business Unit
Hajime Imamura	Director of the Business Promotion Department under the West Japan Business Unit	Senior manager of Sales Team 2 under Sales Department 3 in the West Japan Business Unit
Kunimitsu Oshima	Director of East Japan Enterprise Engineering Department 1 under the Sales Engineering Unit	Director of Engineering Department 2 under East Japan Business Unit 2
Hiroaki Sato	Director of East Japan Enterprise Engineering Department 2 under the Sales Engineering Unit	Deputy director of Engineering Department 1 under East Japan Business Unit 2
Tadashi Fukutake	Director of East Japan Enterprise Engineering Department 3 under the Sales Engineering Unit	Deputy director of Engineering Department 3 under East Japan Business Unit 1
Tetsuo Yokoyama	Director of East Japan Enterprise Engineering Department 4 under the Sales Engineering Unit	Director of the Field Marketing Department under the Business Development Division
Takehito Somiya	Director of the Central Japan Enterprise Engineering Department under the Sales Engineering Unit	Deputy director of the Engineering Department under the Central Japan Business Unit
Shun Okamoto	Director of the West Japan Enterprise Service Provider Engineering Department under the Sales Engineering Unit	Senior manager of Engineering Team 2 under the Engineering Department in the West Japan Business Unit
Tadashi Yoshikawa	Director of East Japan Service Provider Engineering Department 1 under the Sales Engineering Unit	Deputy director of Engineering Department 1 under East Japan Business Unit 2
Yasuaki Sato	Director of East Japan Service Provider Engineering Department 2 under the Sales Engineering Unit	Deputy director of Engineering Department 2 under East Japan Business Unit 2
Kensuke Motomura	Director of East Japan Service Provider Engineering Department 3 under the Sales Engineering Unit	Manager of Engineering Team 8 under Engineering Department 1 in East Japan Business Unit 2
Kei Date	Director of East Japan Public Engineering Department 1 under the Sales Engineering Unit	Director of Engineering Department 1 under East Japan Business Unit 1
Akira Kuse	Director of East Japan Public Engineering Department 2 under the Sales Engineering Unit	Director of Engineering Department 2 under East Japan Business Unit 1
Masashi Watanabe	Director of East Japan Public Engineering Department 3 under the Sales Engineering Unit	Director of Engineering Department 4 under East Japan Business Unit 1

Name	New position(s)	Former position(s)
Masaru Ishii	Director of East Japan Public Engineering Department 4 under the Sales Engineering Unit	Deputy director of Engineering Department 2 under East Japan Business Unit 1
Yoshinori Oiwa	Director of the Central Japan Public Engineering Department under the Sales Engineering Unit	Senior manager of Engineering Team 6 under the Engineering Department in the Central Japan Business Unit
Shinichi Kinoshita	Director of West Japan Public Engineering Department 1 under the Sales Engineering Unit	Director of Engineering Department 2 under the Customer Service Division
Motomasa Shoji	Director of West Japan Public Engineering Department 2 under the Sales Engineering Unit	Deputy director of Sales Department 2 under the West Japan Business Unit
Takashi Sato	Director of West Japan Public Engineering Department 3 under the Sales Engineering Unit	Deputy director of Sales Department 2 under the West Japan Business Unit
Takayuki Haruguchi	Director of the Market Strategy Department under the Sales Engineering Unit	Senior expert of Engineering Team 11 under Engineering Department 2 in East Japan Business Unit 2
Taizo Fukamachi	Director of the IT Outsourcing Department under the Sales Engineering Unit	Director of the Customer Success Department under the Customer Service Division
Ryu Saito	Director of the Operational Technology Department under the Sales Engineering Unit	Senior manager of CXM Team 2 under the Customer Success Department in the Customer Service Division
Takeshi Kawasaki	Director of the Strategic Consulting Department under the Sales Engineering Unit	Director of the Consulting Service Department under the Customer Service Division
Ryuji Mikami	Director of the Project Management Department under the Sales Engineering Unit	Senior manager of Engineering Team 4 under Engineering Department 2 in East Japan Business Unit 1
Masafumi Tanaka	Director of the Service Promotion Department under the Sales Engineering Unit	Director of Engineering Department 5 under East Japan Business Unit 1
Yuki Fukuchi	Director of the Service Development Operation Department under the Sales Engineering Unit	Senior manager of the Digital Transformation and IT Department Team under Advanced Technology Engineering Department 2 in the Business Development Division
Tadayuki Ogawa	Director of Expert Operation Department 1 under the Customer Service Division	Deputy director of Engineering Department 1 under East Japan Business Unit 1
Makoto Kamijo	Director of Expert Operation Department 2 under the Customer Service Division	Deputy director of Engineering Department 1 under the Customer Service Division

Name	New position(s)	Former position(s)
Hideyuki Kudo	Director of Expert Operation Department 3 under the Customer Service Division	Deputy director of the Expert Operation Department under the Customer Service Division
Toshihiko Matsumoto	Director of the Facility Engineering Department under the Customer Service Division	Senior manager of Team 5 under the Facility Engineering Department in the Customer Service Division
Kunihiro Kogai	Director of the Business Management Department under the Customer Service Division	Senior manager of Team 2 under the Business Management Department in the Business Development Division
Tomoya Kanematsu	Director of the Product Management Department under the Business Development Division	Deputy director of the Product Marketing Department under the Business Development Division and concurrent senior manager of Team 1 under the Product Marketing Department in the Business Development Division
Takefumi Murakami	Director of the Innovation and Incubation Department under the Business Development Division	Director of the Advanced Technology Strategy Office under the Business Development Division and concurrent senior manager of the Advanced Technology Strategy Team under the Advanced Technology Strategy Office in the Business Development Division
Naoya Inoue	Director of the Advanced Technology Engineering Department under the Business Development Division	Senior manager of Engineering Team 7 under the Engineering Department in the Central Japan Business Unit
Yasuhiro Hosono	Director of Sales Department 2 at Net One Partners Co., Ltd.	Deputy director of the Sales Engineering Department at Net One Partners Co., Ltd.
Hideyuki Shibuya	Director of the Corporate Planning Department at Net One Partners Co., Ltd.	Director of the Corporate Planning Office at Net One Partners Co., Ltd.
Haruhito Omura	Director of the Logistics & Quality Management Department at Net One Partners Co., Ltd.	Manager of Team 1 under the Logistics & Quality Management Department at Net One Partners Co., Ltd.
Omori Iwao	Director of the Business Planning Department at Net One Business Operations G.K.	Director of the Shared Service Department at Net One Business Operations G.K.
Toshio Kanauchi	Director of the Shared Service Department at Net One Business Operations G.K.	Senior manager of the Planning Team under the Business Planning Department at Net One Business Operations G.K.