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January 30, 2024

To whom it may concern:

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

Notice regarding organizational restructuring and changes in lineup of vice presidents

Net One Systems Co., Ltd. (the “Company”) hereby announces that, at a meeting held on January 30, 2024, its Board of Directors reached the decision to change the lineups of its vice presidents, as outlined below.

Furthermore, the Company additionally announces that it will undertake the following organizational restructuring efforts to ensure sustained earnings from its core information infrastructure integration operations and related services while adopting a more flexible approach to business opportunities in all markets.

1. Changes to lineups of vice presidents (effective April 1, 2024)

(Underline indicates those who have changed positions)

Name	New position(s)	Former position(s)
Takafumi Takeshita	President & CEO	Same
<u>Takuya Tanaka</u>	Executive director Vice president Chief operating officer (COO)	Executive director Executive vice president Chief operating officer (COO)
<u>Fumihiko Shinoura</u>	Vice president Chief technology officer (CTO)	Senior vice president Chief technology officer (CTO)
<u>Masayuki Kitajima</u>	Vice president Chief financial officer (CFO)	Senior vice president Chief financial officer (CFO)
<u>Koji Tsuji</u>	Vice president Chief strategy & digital officer (CSDO)	Senior vice president Chief strategy & digital officer (CSDO)
<u>Akiko Kanai</u>	Vice president Chief human resources officer (CHRO)	Vice president General manager of East Japan Business Unit 2
<u>Takaaki Wakatsuki</u> (new appointment)	Vice president Chief risk management officer (CRO) Chief compliance officer (CCO)	Operation director of Internal Audit Office

Name	New position(s)	Former position(s)
<u>Kazuaki Ishibashi</u>	Vice president General manager of Corporate Planning Division General manager of Corporate Management & Administration Division General manager of Business Control Division	Senior vice president General manager of Corporate Planning Division General manager of Corporate Management & Administration Division General manager of Business Control Division
Junji Ueno	Vice president General manager of East Japan Business Unit 1	Same
<u>Daisuke Hatakeyama</u>	Vice president General manager of East Japan Business Unit 2	Vice president General manager of West Japan Business Unit
Yoshimitsu Narita	Vice president General manager of East Japan Business Unit 3	Same
Yoichi Matsumoto	Vice president General manager of Central Japan Business Unit	Same
<u>Masaki Hashimoto</u> (new appointment)	Vice president General manager of West Japan Business Unit	Operation director of Sales Department 1 under East Japan Business Unit 2
<u>Yusuke Fujita</u>	Vice president General manager of Sales Engineering Unit General manager of Business Development Division	Vice president General manager of Business Development Division
Takatoshi Tsuchiya	Vice president General manager of Customer Service Division	Same

* Since the areas of responsibility, roles, and responsibilities of vice presidents are clearly defined for each chief executives responsible for company-wide strategies, as well as for vice presidents in charge of business units responsible for business and functional strategies, we have decided not to appoint any vice presidents with titles aside from the president.

2. Outgoing vice presidents (effective March 31, 2024)

Name	Current position
Mitsuru Kiuchi	Executive director Executive vice president Chief human resources officer (CHRO) Chief risk management officer (CRO) Chief compliance officer (CCO)
Kenta Minagawa	Vice president General manager of Sales Engineering Unit

* Mitsuru Kiuchi is scheduled to resign from his position as executive vice president, CHRO, CRO, and CCO on March 31, 2024. However, he will continue to perform his duties as an executive director until the conclusion of the 37th Annual Shareholders Meeting to be held in June 2024 (the “Meeting”). In addition, he will assume the position of executive director serving concurrently as an Audit and Supervisory Committee member if his nomination is approved at the Meeting.

3. Details of organizational restructuring efforts (effective April 1, 2024)

- (1) Transfer business strategy functions to business units and reconfigure them to ensure fast, strategic, and precise response to market trends and customer requirements
 - Government Affairs Promotion Office (currently under direct control of the president) to be transferred to East Japan Business Unit 1 and renamed “Public Business Strategy Department”
 - Eliminate the Market Strategy Department of the Sales Engineering Unit and transfer its functions to the Public Business Strategy Department of East Japan Business Unit 1, the newly established Service Provider Business Strategy Department of East Japan Business Unit 2, and the newly formed Enterprise Business Strategy Department of East Japan Business Unit 3
 - Change the title of the “ICT Strategy Support Office” under the West Japan Business Unit to “Business Strategy Office”
- (2) Transfer segmental engineering divisions to business units to ensure dynamic execution of segment strategies
 - Transfer 17 segmental engineering divisions under the Sales Engineering Unit to appropriate business units
 - Newly establish “Public Engineering Department 5” under East Japan Business Unit 1
- (3) Restructure the service functions of the Sales Engineering Unit and the maintenance and operating functions of the Customer Service Division to facilitate the development of advanced services and improve the productivity and quality of standard services
 - Transfer the “IT Outsourcing Department” and “Operations Technology Department” (both under the Sales Engineering Unit) to the Customer Service Division
 - Transfer the “Facility Engineering Department” and “Business Management Department” (both under the Customer Service Division) to the Sales Engineering Unit
- (4) Transfer support functions for control-related activities to business units to facilitate enhancement of sales support and business operation systems and improve the effectiveness and efficiency of our risk management system
The Business Control Division will continue to supervise, and provide advice concerning, transferred functions as a contact point for dual reporting.
 - Eliminate the “Business Promotion Department” under the Business Control Division, restructure its functions and integrate them into the “Business Management Department ,” and transfer support functions for control-related activities to the business promotion offices of each business unit