



February 20, 2024

## 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

- “Credit Supervision Dept. II” will be merged with “Credit Supervision Dept. I” and a new “Credit Management Dept” will be established, while the “Credit Supervision Division” will be abolished in order to further improve credit Management and operational efficiency.
- “Sustainability Promotion Office” of “Corporate Planning Dept.” will be reorganized as a substructure for “Finance Dept.” which is responsible for social contribution activities and external public relations in order to further strengthen the dissemination of information regarding sustainability.
- Integrate “Corporate Risk Management Dept.” and “Compliance Dept.” and a new “Compliance and Risk Management Dept.” will be established in order to further enhance the risk management system.

#### (2) Date of Change

April 1, 2024

### 2. Changes in Personnel

#### (1) Changes of Representative Director’s Assigned Departments

(Underlined parts indicate the changes.)

(As of April 1, 2024)

New Assigned Departments	Name	Current Assigned Departments
<ul style="list-style-type: none"><li>○ Supporting Conspectus of Corporate Management</li><li>○ Chairman of Corporate Risk Committee</li><li>○ Chairman of Information Disclosure Committee</li><li>○ Internal Audit Dept.</li></ul>	Deputy Chairman Hiroshi Naruse	<ul style="list-style-type: none"><li>○ Supporting Conspectus of Corporate Management</li><li>○ Chairman of Corporate Risk Committee</li><li>○ Chairman of Information Disclosure Committee</li><li>○ <u>Compliance Dept. and Internal Audit Dept.</u></li></ul>

## (2) Changes of Executive Managing Officers' Assigned Departments

(Underlined parts indicate the changes.)

(As of April 1, 2024)

New Assigned Departments	Name	Current Assigned Departments
<ul style="list-style-type: none"> <li>○ General Affairs Dept., <u>Credit Management Dept. and Compliance for Credit Management Office</u></li> </ul>	Senior Executive Managing Officer Tomomi Uchida	<ul style="list-style-type: none"> <li>○ <u>Head of Credit Supervision Division</u></li> <li>○ General Affairs Dept., <u>Credit Supervision Dept. I, Credit Supervision Dept. II and Compliance for Credit Supervision Office</u></li> </ul>
<ul style="list-style-type: none"> <li>○ <u>Compliance and Risk Management Dept.</u></li> </ul>	Executive Managing Officer Masatoshi Nabeoka	<ul style="list-style-type: none"> <li>○ <u>Corporate Risk Management Dept.</u></li> <li>○ <u>Vice in Charge of Compliance Dept.</u></li> <li>○ <u>Chief General Manager of Corporate Risk Management Dept.</u></li> </ul>
<ul style="list-style-type: none"> <li>○ Finance Dept.</li> <li>○ <u>Vice in Charge of Business Planning Dept.</u></li> </ul>	Executive Managing Officer Kazuki Morishita	<ul style="list-style-type: none"> <li>○ Finance Dept.</li> <li>○ <u>Vice in Charge of Corporate Planning Dept.</u></li> <li>○ <u>Chief General Manager of Corporate Planning Dept.</u></li> </ul>

## (2) Changes of Executive Officers

(Underlined parts indicate the changes.)

(As of April 1, 2024)

New Position	Name	Current Position
<ul style="list-style-type: none"> <li>○ Executive Officer, <u>Chief General Manager of Corporate Planning Dept.</u></li> </ul>	Osamu Morimoto	<ul style="list-style-type: none"> <li>○ Executive Officer, <u>Chief General Manager of Business Process Management Dept.</u></li> </ul>
<ul style="list-style-type: none"> <li>○ Executive Officer, <u>Credit Management Dept (Special Mission)</u> (Temporary transfer to IR Loan Servicing, Inc.) *</li> </ul>	Akihiro Kiyooka	<ul style="list-style-type: none"> <li>○ Executive Officer, <u>Credit Supervision Division (Special Mission)</u> (Temporary transfer to IR Loan Servicing, Inc.) *</li> </ul>
<ul style="list-style-type: none"> <li>○ <u>Executive Officer,</u> Chief General Manager of System Development Dept.</li> </ul>	Tomohiro Nakazawa	<ul style="list-style-type: none"> <li>○ Chief General Manager of System Development Dept.</li> </ul>
<ul style="list-style-type: none"> <li>○ <u>Executive Officer,</u> Chief General Manager of Overseas Business Management Dept.</li> </ul>	Masayuki Kurita	<ul style="list-style-type: none"> <li>○ Chief General Manager of Overseas Business Management Dept.</li> </ul>
<ul style="list-style-type: none"> <li>○ <u>Executive Officer,</u> Overseas Business Management Dept. (Special Mission) (Temporary transfer to ACOM CONSUMER FINANCE</li> </ul>	Masato Takami	<ul style="list-style-type: none"> <li>○ Overseas Business Management Dept., <u>Chief General Manager (Temporary transfer to ACOM CONSUMER FINANCE CORPORATION) *</u></li> </ul>

New Position	Name	Current Position
CORPORATION) *		

\* IR Loan Servicing, Inc. and ACOM CONSUMER FINANCE CORPORATION (Republic of the Philippines) are subsidiaries of ACOM.

### (3) Changes of Chief General Managers

(As of April 1, 2024)

New Position	Name	Current Position
○ Chief General Manager of Credit Management Dept.	Shinichi Uehara	○ Chief General Manager of Credit Supervision Dept. II
○ Credit Management Dept., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.) *	Kazuhisa Mikasa	○ Chief General Manager of Credit Supervision Dept. I
○ Chief General Manager of Compliance and Risk Management Dept.	Manabu Iwasaki	○ Chief General Manager of Compliance Dept.
○ Guarantee Business Division., Chief General Manager (Temporary transfer to MU Credit Guarantee Co., LTD.) **	Tomoyuki Fujii	○ Chief General Manager of Business Promotion Dept.
○ Credit Management Dept., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.)	Akihide Izumi	○ Credit Supervision Division., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.)
○ Credit Management Dept., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.)	Tuyoshi Nakagawara	○ Credit Supervision Division., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.)
○ Corporate Planning Dept., Chief General Manager	Yasuyuki Hayashi	○ Chief General Manager of Guarantee Planning Dept.
○ Chief General Manager of Guarantee Planning Dept.	Masatoshi Ito	○ Guarantee Business Division., Chief General Manager
○ Chief General Manager of Business Process Management Dept.	Toru Yamaguchi	○ General Manager of Corporate Planning Dept.

New Position	Name	Current Position
○ Chief General Manager of Credit Management Dept.	Shinichi Uehara	○ Chief General Manager of Credit Supervision Dept. II
○ Credit Management Dept., Chief General Manager (Temporary transfer to IR Loan Servicing, Inc.) *	Kazuhisa Mikasa	○ Chief General Manager of Credit Supervision Dept. I
○ Chief General Manager of Business Promotion Dept.	Yusuke Fukuda	○ Deputy General Manager of Sales Promotions and Advertising Team, Business Planning Dept.

\* IR Loan Servicing, Inc. is a subsidiary of ACOM. Mr. Mikasa is scheduled to assume the position of Director and Executive Managing Officer, subject to approval by the company's board of directors.

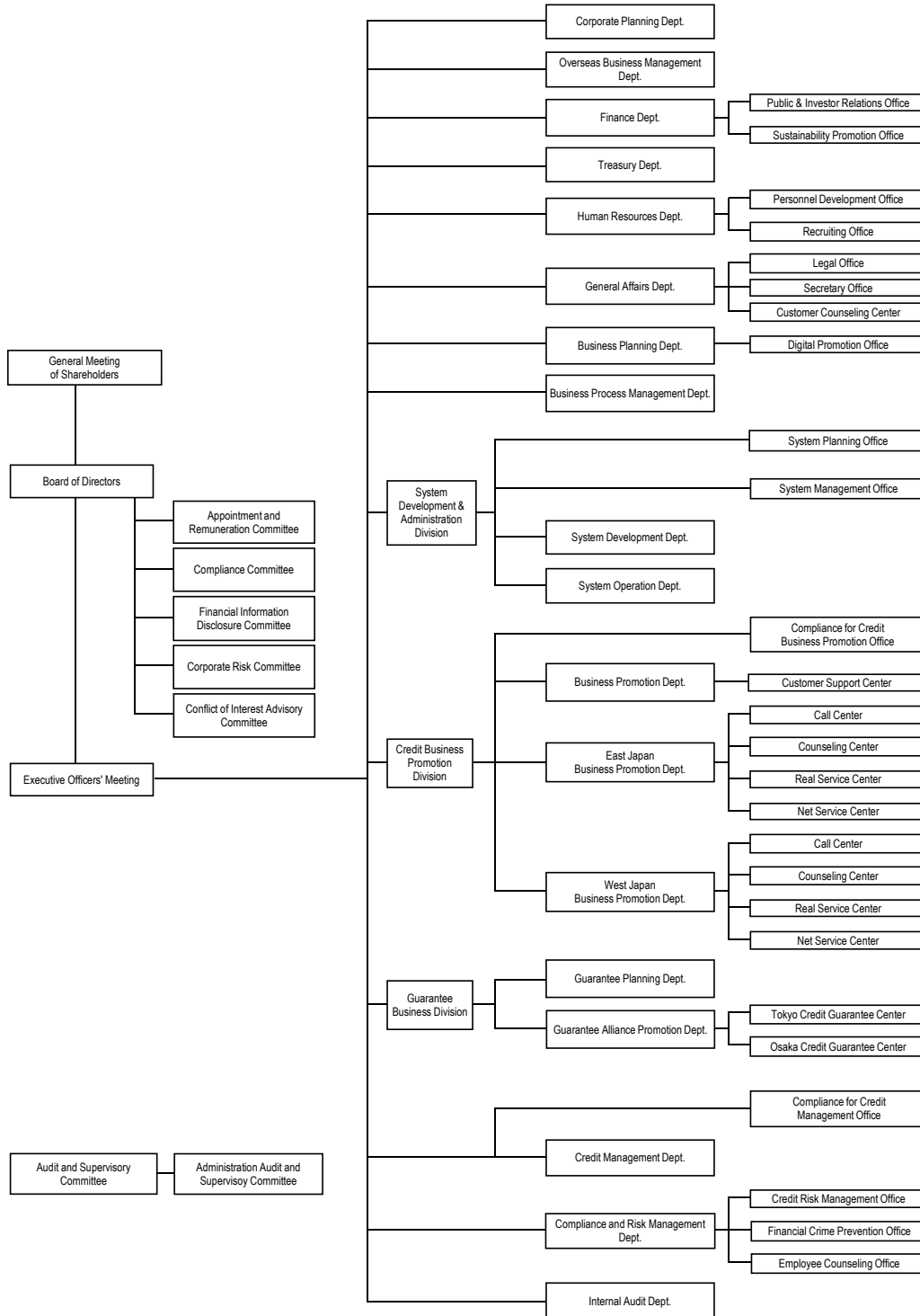
\*\* MU Credit Guarantee Co., LTD. is a subsidiary of ACOM. Mr. Fujii is scheduled to assume the position of Executive Managing Officer, subject to approval by the company's board of directors.

### 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, 2024)



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

(As of April 1, 2024)

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 ○ Chairman of Information Disclosure Committee ○ Compliance Dept. and Internal Audit Dept.
President	Masataka Kinoshita	○ Chairman of Appointment and Remuneration Committee ○ Chief Executive Officer
Deputy President	Takashi Kiribuchi	○ Deputy Chief Executive Officer
Senior Managing Director	Tomomi Uchida	○ Senior Executive Managing Officer
Director	Tadashi Yamamoto	

**Table of Executive Officers with Assignment and Assigned Department & Office**

(As of April 1, 2024)

Position	Name	Assignment and Assigned Department & Office, etc.
Chief Executive Officer	Masataka Kinoshita	○ Supervisor of All Business Execution
Deputy Chief Executive Officer	Takashi Kiribuchi	○ Vice Supervisor of All Business Execution ○ Head of System Development & Administration Division ○ Corporate Planning Dept., System Development Dept., System Operation Dept., System Planning Office and System Management Office
Senior Executive Managing Officer	Tomomi Uchida	○ General Affairs Dept., Credit Management Dept. and Compliance for Credit Management Office
Executive Managing Officer	Masaru Kuroda	○ Overseas Business Management Dept. and Treasury Dept.
Executive Managing Officer	Michihito Onodera	○ Head of Guarantee Business Division ○ Guarantee Planning Dept. and Guarantee Alliance Promotion 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	○ Compliance and Risk Management Dept.
Executive Managing Officer	Kazuki Morishita	○ Finance Dept. ○ Vice in Charge of Business Planning Dept.
Executive Officer	Akihiro Kiyooka	○ Credit Management Dept. (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	Osamu Morimoto	○ Chief General Manager of Corporate Planning Dept.
Executive Officer	Tomohiro Nakazawa	○ Chief General Manager of System Development Dept.
Executive Officer	Masayuki Kurita	○ Chief General Manager of Overseas Business Management Dept.
Executive Officer	Masato Takami	○ Overseas Business Management Dept. (Special Mission)