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February 16, 2024

To whom it may concern:

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

## Notice regarding personnel changes (general managers and operation directors) at Net One Systems and its subsidiary

Net One Systems Co., Ltd. (the "Company") hereby announces the approval of the following personnel changes. These changes impact general manager and operation director positions at both the Company and its subsidiary.

### 1. Net One Systems Co., Ltd.

#### (1) Effective from February 1, 2024

##### Appointment of operation director

Name	New position(s)	Former position(s)
Koji Ikeda (New appointee)	Operation director, Central Japan Public Engineering Department, Sales Engineering Unit	Deputy director, West Japan Public Engineering Department 3, Sales Engineering Unit

#### (2) Effective from April 1, 2024

##### 1) Personnel changes affecting general manager positions

Name	New position(s)	Former position(s)
Shinsuke Tashiro	General manager of both East Japan Business Unit 1 and West Japan Business Unit	General manager, Sales Engineering Unit
Akihiro Nakajima	General manager of both East Japan Business Unit 2 and East Japan Business Unit 3	General manager, Sales Engineering Unit

2) Appointments and personnel changes affecting operation director positions

Name	New position(s)	Former position(s)
Taizo Fukamachi	Operation director, Internal Audit Office	Operation director, IT Outsourcing Department, Sales Engineering Unit
Kei Date	Operation director, Public Engineering Department 1, East Japan Business Unit 1	Operation director, East Japan Public Engineering Department 1, Sales Engineering Unit
Akira Kuse	Operation director, Public Engineering Department 2, East Japan Business Unit 1	Operation director, East Japan Public Engineering Department 2, Sales Engineering Unit
Masashi Watanabe	Operation director, Public Engineering Department 3, East Japan Business Unit 1	Operation director, East Japan Public Engineering Department 3, Sales Engineering Unit
Tadayuki Ogawa	Operation director, Public Engineering Department 4, East Japan Business Unit 1	Operation director, Expert Operation Department 1, Customer Service Division
Masaru Ishii	Operation director, Public Engineering Department 5, East Japan Business Unit 1	Operation director, East Japan Public Engineering Department 4, Sales Engineering Unit
Kazunobu Isomura	Operation director, Public Business Strategy Department, East Japan Business Unit 1	Operation director, Government Affairs Promotion Office
Tadashi Yoshikawa	Operation director, Sales Department 1, East Japan Business Unit 2	Operation director, East Japan Service Provider Engineering Department 1, Sales Engineering Unit
Naoto Kiyota (New appointee)	Operation director, Service Provider Engineering Department 1, East Japan Business Unit 2	Manager, Team No. 2, East Japan Service Provider Engineering Department 1, Sales Engineering Unit
Yasuaki Sato	Operation director, Service Provider Engineering Department 2, East Japan Business Unit 2	Operation director, East Japan Service Provider Engineering Department 2, Sales Engineering Unit
Kensuke Motomura	Operation director, Service Provider Engineering Department 3, East Japan Business Unit 2	Operation director, East Japan Service Provider Engineering Department 3, Sales Engineering Unit
Takayuki Haruguchi	Operation director, Service Provider Business Strategy Department, East Japan Business Unit 2; operation director, Enterprise Business Strategy Department, East Japan Business Unit 3	Operation director, Market Strategy Department, Sales Engineering Unit
Masaru Kawasaki	Operation director, Enterprise Engineering Department 1, East Japan Business Unit 3	Operation director, East Japan Enterprise Engineering Department 1, Sales Engineering Unit
Hiroaki Sato	Operation director, Enterprise Engineering Department 2, East Japan Business Unit 3	Operation director, East Japan Enterprise Engineering Department 2, Sales Engineering Unit

Name	New position(s)	Former position(s)
Tadashi Fukutake	Operation director, Enterprise Engineering Department 3, East Japan Business Unit 3	Operation director, East Japan Enterprise Engineering Department 3, Sales Engineering Unit
Tetsuo Yokoyama	Operation director, Enterprise Engineering Department 4, East Japan Business Unit 3	Operation director, East Japan Enterprise Engineering Department 4, Sales Engineering Unit
Somiya Takehito	Operation director, Enterprise Engineering Department, Central Japan Business Unit	Operation director, Central Japan Enterprise Engineering Department, Sales Engineering Unit
Ikeda Koji	Operation director, Public Engineering Department, Central Japan Business Unit	Operation director, Central Japan Public Engineering Department, Sales Engineering Unit
Ikeda Kazuyuki	Operation director, Business Strategy Office, West Japan Business Unit	Operation director, ICT Strategy Support Office, West Japan Business Unit
Shun Okamoto	Operation director, Enterprise Service Provider Engineering Department, West Japan Business Unit	Operation director, West Japan Enterprise Service Provider Engineering Department, Sales Engineering Unit
Shinichi Kinoshita	Operation director, Public Engineering Department 1, West Japan Business Unit	Operation director, West Japan Public Engineering Department 1, Sales Engineering Unit
Motomasa Shoji	Operation director, Public Engineering Department 2, West Japan Business Unit	Operation director, West Japan Public Engineering Department 2, Sales Engineering Unit
Takashi Sato	Operation director, Public Engineering Department 3, West Japan Business Unit	Operation director, West Japan Public Engineering Department 3, Sales Engineering Unit
Hideyuki Kudo	Operation director, Business Management Department, Sales Engineering Unit	Operation director, Expert Operation Department 3, Customer Service Division
Toshihiko Matsumoto	Operation director, Facility Engineering Department, Sales Engineering Unit	Operation director, Facility Engineering Department, Customer Service Division
Ryo Saito	Operation director of both Operations Technology Department and IT Outsourcing Department, Customer Service Division	Operation director, Operations Technology Department, Sales Engineering Unit
Makoto Kamijo	Operation director of Expert Operation Departments 1, 2, and 3, Customer Service Division	Operation director, Expert Operation Department 2, Customer Service Division
Naoya Inoue	Operation director of both Advanced Technology Engineering Department and Innovation and Incubation Department, Business Development Division	Operation director, Advanced Technology Engineering Department, Business Development Division

**2. Net One Partners Co., Ltd.**

**(1) Effective from April 1, 2024**

Appointment of operation director

Name	New position(s)	Former position(s)
Yosuke Ashino (New appointee)	Operation director, Logistics & Quality Management Department, Net One Partners Co., Ltd.	Deputy director, Logistics & Quality Management Department, Net One Partners Co., Ltd.