

February 25, 2025

Dear All

Company Name	TDC SOFT Inc.
Name of Representative	Hiroyoshi Kobayashi, President and Representative Director (Code No.4687 TSE Prime)
Contact information	Tsuyoshi Ogaki, Director and Executive Officer (TEL:03-6730-8111)

Notice of Organizational and Personnel Changes

We hereby announce the following organizational and personnel changes, which were resolved at a meeting of the Board of Directors held on February 25, 2025.

Details

1. Organizational Changes (effective April 1, 2025)

In order to strengthen the management foundation and promote further growth toward the new medium-term management plan that will start from the next fiscal year, The reorganization will be implemented in order to strengthen the management foundation and promote further growth. This reorganization will allow us to accurately respond to potential market and customer needs and further expand our business. The reorganization will also clarify business areas and the roles of each organization to promote flexible management.

1) Solution Business Division

To accurately respond to the potential needs of the market and customers, a new “Network Solution Management Department” will be established.

2) R&D Promotion Office

In order to accelerate technological development and respond quickly to market changes, the R&D Promotion Office, which was previously located in the Digital Technology Division, will be reallocated alongside the Division, with the aim of achieving sustainable growth.

3) Corporate Headquarters

A new “Corporate Headquarters” will be established to consolidate the education, human resources, and recruiting divisions, and to unify the company-wide human resources strategy.

4) Business Administration Division

In order to strengthen coordination between management strategy and administrative functions, the Corporate Planning Division and one division of the Administrative Division will be consolidated into a new “Corporate Administration Division”.

2. Personnel Changes

1) Changes in Directors and Executive Officers (effective April 1, 2025)

New position	Name	Current position
Director, Managing Executive Officer In charge of Public Sector In charge of Corporate Field General Manager of System Development Division (President and Representative Director of Yell Business Consulting, Inc.)	Mikako Takase	Director, Managing Executive Officer In charge of Public Sector In charge of Human Resources Development and Training General Manager, System Development Division
Director, Executive Officer In charge of Financial Field <u>General Manager, Financial Business Design Division</u>	Yasuo Kawai	Director, Executive Officer In charge of Financial Field
Director, Executive Officer In charge of Innovation & Technology In charge of Solution Field <u>In charge of R&D Promotion Office</u> <u>In charge of Human Resources and Labor Relations</u> Head of Digital Technology Division <u>General Manager, Corporate Planning & Administration Div.</u>	Minoru Kumada	Director and Executive Officer In charge of Innovation & Technology In charge of Solution Field Head of Digital Technology Division General Manager, Financial Business Design Division General Manager of Solution Business Division
Managing Executive Officer Vice President (VP) General Manager of Kansai Branch Office <u>In charge of Group Business Div.</u>	Kenichi Mashimo	Managing Executive Officer Vice President (VP) General Manager, Kansai Regional Office
Executive Producer (EP), Executive Officer <u>Deputy General Manager, Corporate Headquarters</u> <u>In charge of System Development Division</u>	Satoshi Kawaguchi	Executive Producer (EP), Executive Officer Deputy General Manager, Administration Division Deputy General Manager, System Development Division
Executive Officer General Manager (GM) <u>General Manager, Corporate Administration Division</u>	Shuichi Ozaki	Executive Officer General Manager (GM) General Manager, Administration Division
Executive Officer, Executive Producer (EP) Deputy General Manager, Financial Business Design Division	Shuichi Suzuki	Executive Officer, General Manager (GM) Deputy General Manager, Financial Business Design Division
<u>Executive Officer, General Manager (GM)</u> <u>General Manager, Sales & Marketing Division</u>	Yasuo Kaji	General Manager (GM) Deputy General Manager, Sales & Marketing Division
<u>Executive Officer, Executive Producer (EP)</u> <u>In charge of Business Administration Div.</u> General Manager of Corporate Planning Dept. <u>General Manager of Public Relations Office, Corporate Administration Division</u> General Manager of Accounting Dept. Sales & Marketing Div. General Manager of Sales & Marketing Planning Dept.	Kei Ichihashi	General Manager, Corporate Planning Department, Corporate Planning Division Sales & Marketing Div. General Manager of Sales Planning Dept.

2) Changes in Directors (effective June 27, 2025)

Candidates for new directors

New position	Name	Current position
<u>Director, Executive Officer</u> <u>Responsible for Financial Sector</u> <u>In charge of Public Sector</u> General Manager, Financial Systems Business Headquarters General Manager, Public Sector Social Systems Business Headquarters General Manager of Smart SI Promotion Office	Tomoya Murakami (※)	Senior Executive Officer Vice President (VP) General Manager, Financial Systems Business Division General Manager, Public Sector Social Systems Business Headquarters General Manager, Smart SI Promotion Office
<u>Director, Executive Officer</u> <u>In charge of Sales</u> <u>In charge of Consulting Field</u> General Manager of Sales & Marketing Division	Yasuo Kaji (※)	Executive Officer General Manager (GM) General Manager, Sales & Marketing Division
<u>Director and Executive Officer</u> <u>In charge of Corporate Field</u> General Manager, Corporate Administration Division	Shuichi Ozaki (※)	Executive Officer General Manager (GM) General Manager, Corporate Administration Division
<u>Outside Director</u>	Hiroko Yamamoto (※)	Attorney at Law, Sasanami & Associates

※To be officially decided after the annual shareholders' meeting scheduled for June 27, 2025 and the subsequent board of directors' meeting.

Retiring Directors

New position	Name	Current position
<u>Chairman</u>	Fumio Hashimoto	Chairman and Representative Director
<u>Sales & Marketing Division</u> <u>Executive Advisor</u>	Kazuyoshi Kitagawa	Director, Executive Officer In charge of Sales In charge of Consulting Field
<u>Corporate Administration Division</u> <u>Executive Advisor</u>	Tsuyoshi Ogaki	Director, Executive Officer In charge of Corporate Field
=	Shigeru Kuwabara	Outside Director

3) Personnel Changes (effective April 1, 2025)

New position	Name	Current position
【Sales & Marketing Division】		
<u>Director (D)</u> Sales & Marketing Division <u>Director of Product Sales</u>	Ayakazu Fukuda	Sales & Marketing Division General Manager, Marketing & Sales Dept.
【Digital Technology Division】		
<u>Director (D)</u> General Manager of Planning & Sales, Digital Technology Div. <u>General Manager of Planning & Sales Department, Consulting Division</u> Concurrently serving as	Tatsuya Tsurumaki	General Manager, Corporate Strategy Department, Corporate Planning Division General Manager of Public Relations Office, Corporate Planning Division General Manager of Planning & Sales Dept., Digital Technology Div.
【Financial Systems Division】		
<u>Producer (P)</u> General Manager, Insurance Division, Financial Systems Business Unit	Kazunori Matsushima	General Manager, Insurance Management Department, Financial Systems Division General Manager of Procurement Department, Administration Division
【Financial Business Design Division】		
<u>Director (D)</u> <u>Director of Planning and Sales, Financial Business Design Division</u>	Takashi Seo	Financial Business Design Division General Manager, Financial Systems Management Dept. Financial Business Design Division General Manager of Financial Solutions Management Dept.
【Public Sector Social Systems Division】		
<u>Director (D)</u> Public Infrastructure Systems Division General Manager, Social Infrastructure Management Department, Public Social Systems Division <u>General Manager, Procurement Department, Business Administration Division</u> Concurrently serving as	Ryo Miyake	Public Infrastructure Systems Division General Manager, Social Infrastructure Management Department, Public Infrastructure Systems Division
【Corporate Systems Division】		
General Manager (GM) <u>General Manager, Corporate Systems Division</u>	Hiroyuki Masuyama	General Manager (GM) General Manager, Manufacturing and Distribution Systems, Corporate Systems Division
<u>Producer (P)</u> <u>General Manager, Distribution Systems, Corporate Systems Division</u>	Tomohiro Ogura	General Manager, Service Planning Department, Digital Technology Division
【Solutions Division】		
General Manager (GM) <u>General Manager, Solutions Business Division</u>	Takuya Inoue	General Manager (GM) Deputy General Manager, Solution Business Division
<u>Director (D)</u> General Manager, Solution Services Division General Manager of Enterprise Solutions Division <u>General Manager, Enterprise Solutions Management Dept</u> Concurrently serving as	Tsutomu Okura	Solutions Business Headquarters General Manager, Solution Services Division

[R&D Promotion Office]		
Director (D) General Manager, R&D Promotion Office General Manager, R&D Promotion Dept. General Manager of Institutional Reform Promotion Dept.	Kazuo Emura	General Manager, R&D Promotion Office, Digital Technology Division

4) Personnel Changes at Subsidiaries (effective April 1, 2025)

New position	Name	Current position
President and Representative Director, <u>TDC Futech Corporation Inc.</u>	Yuji Murakami	Executive Officer, General Manager (GM) General Manager, Corporate Systems Division (Executive Vice President and Representative Director of TDC Futech Corporation Inc.)

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