

February 25,2025

Dear all,

Company name: Focus Systems Corporation
 Representative: Representative Director and President, Mori Keiichi
 (Securities Code: 4662, Tokyo Stock Exchange, Prime Market)
 Inquiries: Managing Director Goto Makoto
 TEL. +81-3-5421-7777

Notice of Organizational and Personnel Changes

We hereby announce that our Board of Directors has resolved at a meeting on February 25, 2025, to make the following organizational and personnel changes in order to establish a flexible structure to achieve sustainable growth.

1. Organizational changes (effective April 1, 2025)

- (1) Newly establish the SAP Promotion Division and the Infrastructure Solutions Division in the Digital Business Headquarters.
- (2) Reorganize and merge the IT Innovation Headquarters 1 with the IT Innovation Headquarters 2, rename the IT Innovation Headquarters.
- (3) Split the Administration Headquarters into the Corporate Management Headquarters and the HR, DX Promotion Headquarters, merge the IR, PR Office.
 - Place the General Affairs Division, the Accounting Division and the IR, PR Division in the Corporate Management Headquarters.
 - Place the Human Resources Division, the Purchase Division and the Information Systems Division in the HR, DX Promotion Headquarters.

2. Changes among directors (effective April 1, 2025)

Name	New position	Current position
Muroi Makoto	Senior Managing Director and Executive Officer; Responsible for Digital Business Headquarters; In charge of Public Financial Business Headquarters and Public Corporation Business Headquarters	Senior Managing Director; In charge of Public Financial Business Headquarters, Public Corporation Business Headquarters and Digital Business Headquarters
Goto Makoto	Managing Director and Executive Officer; Responsible for Corporate Management Headquarters and HR, DX Promotion Headquarters; In charge of Internal Auditor's Office	Managing Director; In charge of Administration Headquarters
Suzuki Takahiro	Director, Executive Officer; Responsible for IT Innovation Headquarters; In charge of IT Solutions Headquarters, and Department Manager Corporate Planning Office	Director; In charge of IT Innovation Headquarters 1, IT Innovation Headquarters 2 and IT Solutions Headquarters, and Department Manager Corporate Planning Office

3. Personnel changes among executive officers (Not including those on the board of directors; effective April 1, 2025)

Name	New position	Current position
Tsushima Takahiro	Executive Officer and General Manager Digital Business Headquarters	Manager Digital Consulting Division Digital Business Headquarters
Kobayashi Katsuyuki	Executive Officer and General Manager IT Innovation Headquarters	General Manager IT Innovation Headquarters 1
Mizuno Wataru	Executive Officer and General Manager Corporate Management Headquarters	General Manager Administration Headquarters and Manager General Affairs Division
Eguchi Koichiro	Executive Officer and General Manager HR, DX Promotion Headquarters	General Manager Digital Business Headquarters
Matsuzaka Yuji	Executive Officer and Department Manager Business Creation Office	General Manager IT Innovation Headquarters 2 and Department Manager Business Creation Office

4. Personnel changes at management level (effective April 1, 2025)

Name	New position	Current position
Nagasawa Satoshi	Deputy General Manager Public Corporation Business Headquarters and Manager Public Solutions Division	Manager Public Solutions Division Public Corporation Business Headquarters
Fujita Koji	Manager Sales Planning Division Digital Business Headquarters	Manager Sales Planning Department Sales Planning Division Digital Business Headquarters
Kitahara Takashi	Manager SAP Promotion Division Digital Business Headquarters	Manager Sales Planning Division Digital Business Headquarters
Sasaki Yasuo	Manager Infrastructure Solutions Division Digital Business Headquarters	Deputy Division Manager Engineering Division Digital Business Headquarters
Ashikawa Eriko	Manager Digital Consulting Division Digital Business Headquarters	Manager ERP Solutions Department Digital Consulting Division Digital Business Headquarters
Konishi Mamoru	Deputy General Manager IT Solutions Headquarters	Deputy General Manager IT Solutions Headquarters and Manager Eastern Japan Division
Ito Masayoshi	Manager Eastern Japan Division and Telecommunication Solutions Department IT Solutions Headquarters	Deputy Division Manager Eastern Japan Division IT Solutions Headquarters
Matsuzawa Yasuei	Manager Western Japan Division IT Solutions Headquarters	Manager Western Japan Division and System Solutions Department 1 IT Solutions Headquarters
Matsuno Kenji	Manager Strategic Sales Division IT Innovation Headquarters	Manager Sales Planning Division IT Innovation Headquarters 2

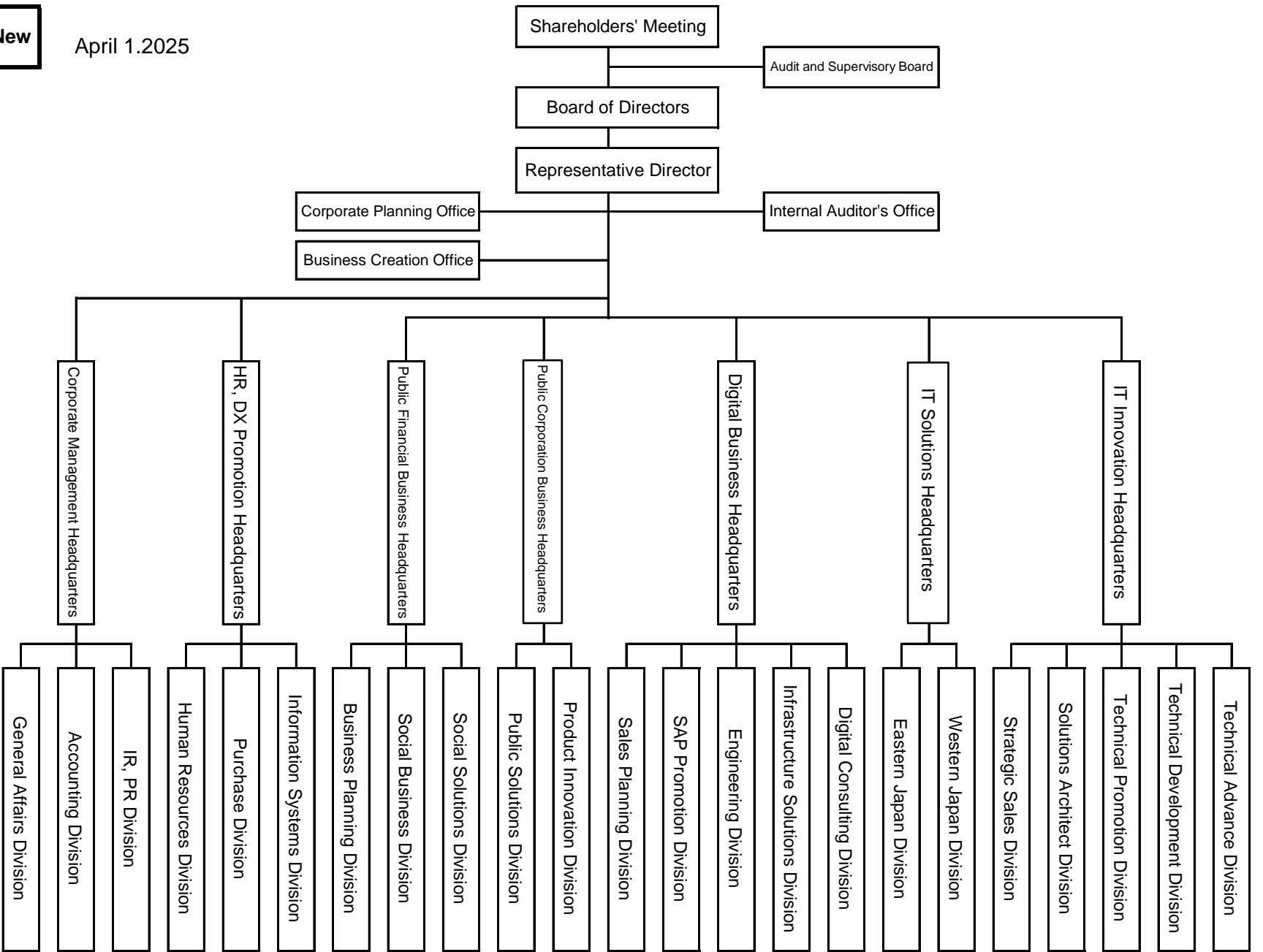
Name	New position	Current position
Seya Ryuichi	Manager Solutions Architect Division IT Innovation Headquarters	Manager Sales Planning Division IT Innovation Headquarters 1
Washino Shunsuke	Manager Technical Promotion Division IT Innovation Headquarters	Manager Technical Promotion Division and Cross Tech Service Department IT Innovation Headquarters 2
Sato Yasuhisa	Manager Technical Development Division IT Innovation Headquarters	Manager Technical Architect Division IT Innovation Headquarters 2
Ishinabe Akira	Manager Technical Advance Division IT Innovation Headquarters	Manager Technical Advance Division IT Innovation Headquarters 1
Yamane Katsuhiko	Deputy General Manager Corporate Management Headquarters and Manager Accounting Division	Manager Accounting Division Administration Headquarters
Hagihara Koichi	Manager General Affairs Division Corporate Management Headquarters	Assistant Manager General Affairs Division Administration Headquarters
Murase Nami	Manager IR, PR Division Corporate Management Headquarters	Department Manager IR, PR Office
Sekino Kento	Manager Human Resources Division HR, DX Promotion Headquarters	Manager Human Resources Division Administration Headquarters
Naganuma Nobuo	Manager Purchase Division HR, DX Promotion Headquarters	Manager Purchase Division Administration Headquarters
Saito Takashi	Manager Information Systems Division HR, DX Promotion Headquarters	Manager Information Systems Division Administration Headquarters

END

Focus Systems Corporation

New

April 1, 2025



Old

April 1, 2024

