



April 1, 2025

To whom it may concern

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## Announcement of Organizational and Personnel Changes

OBIC hereby announces the following changes in the organizational and personnel changes, with the decision at the meeting of the Board of Directors held today (April 1, 2025).

### 1. Organizational Changes (Scheduled April 1, 2025)

#### 1. Establishment of the “Human Capital Development Promotion Office” to strengthen human resource development

In order to promote the advancement of women and create a system and environment in which diverse employees can maximize their abilities, the “Human Capital Development Promotion Office” will be established on April 1, 2025.

The new office was formed as a cross-functional organization consisting of various departments for the purpose of promptly gathering information on workplace conditions.

We are committed to promoting the sustainable growth of our employees and providing them with opportunities for further success. And we will further strengthen our human capital management by leveraging the strengths of all employees.

### 2. Personnel Changes (Scheduled April 1, 2025)

#### 1. Personnel Change of Director (Scheduled to be elected at the company's Ordinary General Meeting of Shareholders and Board of Directors Scheduled to be held in late June 2025.)

	Name	New Position	Current Position
Promotion	Takeshi Okada	Managing Director General Manager of Capital Area Business Div	Director General Manager of Capital Area Business Div
New	Yuta Hanada	Director General Manager of Chubu Nagoya Business Div.	Executive Officer General Manager of Chubu Nagoya Business Div.

## 2. Personnel Changes of Executive Officers (Scheduled April 1, 2025)

	Name	New Position	Current Position
Promotion	Tomoyuki Kajiura	Managing Executive Officer Administrator of Sales Promotion Div., Solutions Business Div	Executive Officer Administrator of Sales Promotion Div., Solutions Business Div
Promotion	Fumio Fukushima	Managing Executive Officer Administrator of Marketing Promotion Div. and Development Div., Solutions Business Div	Executive Officer Administrator of Marketing Promotion Div., Solutions Business Div.
New	Kyoko Udagawa	Executive Officer Administrator of Human Capital Development Promotion Office	General Manager,
New	Hikari Miyoshi	Executive Officer Administrator of Business Planning Office	General Manager, Business Planning Office

## 3. Personnel Changes (Scheduled April 1, 2025)

	Name	New Position	Current Position
	Shinichi Furuya	Executive Officer Administrator of Capital Area Solutions Business Dept. 1	Executive Officer Administrator of Capital Area Solutions Business Dept. 3 and Business Dept. 4 and Business Dept. 5 and Administrator of System Dept.
	Masakazu Hirose	Executive Officer Administrator of Capital Area Solutions Business Dept. 2	Executive Officer Administrator of Capital Area Solutions Business Dept. 3 and Business Dept. 4 and Business Dept. 5 and Administrator of Sales Dept.
	Takashi Omori	Executive Officer Administrator of Capital Area Solutions Business Dept. 3	Executive Officer Administrator of Capital Area Solutions Business Dept. 1 and Business Dept. 2 and Administrator of System Dept.
	Tetsuji Yamagishi	Executive Officer Administrator of Capital Area Solutions Business Dept. 4	Executive Officer Administrator of Capital Area Solutions Business Dept. 1 and Business Dept. 2 and Administrator of Sales Dept

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