



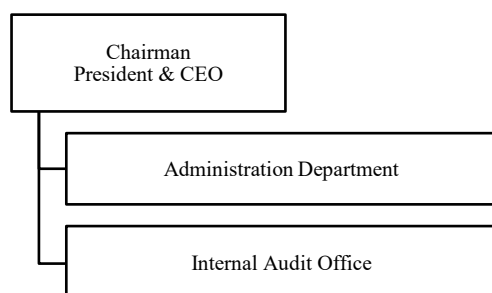
February 2, 2026

Company Name: Pole To Win Holdings, Inc.
Representative: President & CEO Teppei Tachibana
(Securities code: 3657, Tokyo Stock Exchange, Prime Market)
Contact Person: Director & CFO Joji Yamauchi
(Email : ir@ptw.inc)

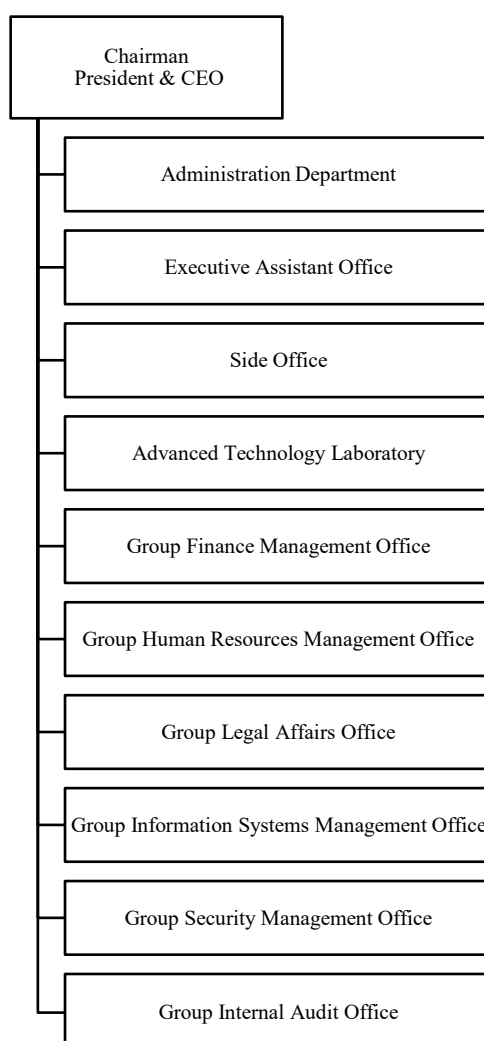
Notice regarding the Strengthening of Group Headquarters Functions

We would like to inform you that we have implemented an organizational restructuring (hereinafter referred to as "this organizational restructuring") aimed at strengthening the functions of the group headquarters.

Previous Organization



New Organization



Our company is a pure holding company that controls the entire group's business, with more than 8,000 employees worldwide (as of January 31, 2025), and has set the recovery of profitability as a top priority in its basic management policy. Since FY 1/2023, positioned as the "restructuring period," we have been promoting the rebuilding of growth foundations based on a medium- to long-term perspective, including business restructuring of the entire group and withdrawal from Media Contents.

Recently, we implemented an organizational restructuring aimed at solidifying the management foundation in order to pursue strengthening control and further management efficiency for the entire group. This will consolidate highly specialized tasks such as legal affairs, risk management, and internal audits, enhancing the role of formulating and promoting group strategies, thereby strengthening the group headquarters functions.

This organizational restructuring targets some corporate functions scattered across the group, such as legal affairs, information systems, security management, personnel management functions, and specialized organizations for AI development, such as the Advanced Technology Laboratory. Mainly incorporating existing organizations and personnel from our core subsidiary, Pole To Win, Inc., into our company through transfers, etc., the overall impact on personnel numbers in the group is minimal due to this organizational restructuring.

Furthermore, we would like to inform you of the following changes in directors at Pole To Win, Inc. Teppei Tachibana, President and CEO of our company (Pole To Win Holdings, Inc.), will resign as Representative Director and CEO of Pole To Win, Inc., aiming to enhance management oversight functions across the group.

Pole To Win, Inc. Directors (Effective from February 1, 2026)

Name	New Position	Former Position
Teppei Tachibana	(Resigned)	Representative Director & CEO
Kazuaki Shimura	Representative Director & CEO (Promoted)	Representative Director & COO
Tetsuji Tsuda	(Resigned)	Director
Junichiro Nishi	Director & CSO	Director & CSO
Joji Yamauchi	Director & CFO (Reappointed)	—

Furthermore, as disclosed in the announcement dated January 27, 2026, "Notice of Changes in Subsidiaries (Organizational Restructuring) Resulting from an In-kind Dividend Carried Out by a Consolidated Subsidiary," regarding the acquisition of shares in SynX Inc. aimed at expediting decision-making and strengthening our governance. This was implemented as scheduled on February 1, 2026, and SynX Inc. has become a directly owned subsidiary.

We position FY 1/2027, which started on February 1, 2026, as the beginning of the "regrowth period," with the highest priority on recovering profitability and regrowth while striving to strengthen the risk management system under a solid governance structure, aiming to enhance trust across the group and improve sustainable corporate value.