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March 2, 2026

To whom it may concern,

Company name:	R&D COMPUTER CO.,LTD.	
Name of representative:	President and Representative Director	Yoshiaki Fukushima
	(Code No. 3924; Tokyo Stock Exchange)	
Inquiries:	Director and General Manager, Corporate Administration Division	Fumitoshi Okuno
		(TEL) +81-3-5232-3046

### Notice Regarding Changes in Representative Directors and Executive Personnel

R&D COMPUTER CO.,LTD. (the "Company") hereby announces that its Board of Directors, at a meeting held on March 2, 2026, resolved to make the following changes in Representative Directors and executive personnel.

1. Executive Personnel Changes
  - ① Changes in Representative Directors and Directors
  - ② Changes in Directors (Effective April 1)
  - ③ Retiring Directors (Effective April 1)
2. Changes in Senior Management / Fellows and General Managers
  - ① Changes in Fellows (Effective April 1)
  - ② Changes in General Managers of Divisions (Effective April 1)
3. Changes in Department Managers

1. Executive Personnel Changes

(1) Changes in Representative Directors and Directors

<Details of Changes >

① Changes in Directors (Effective April 1)

Name	New Title	Former Title
Yoshiaki Fukushima	Chairman of the Board	President and Representative Director
Isao Hironaga	President and Representative Director	Director and Executive Officer, General Manager of Solution Business Unit, and General Manager of Business Innovation Division
Keiichi Yamamura	Director and Managing Executive Officer, General Manager of Solution Business Unit	Director and Managing Executive Officer, General Manager of Solution Business Unit, and General Manager of DX Promotion Division
Fumitoshi Okuno	Director and Managing Executive Officer, General Manager of Corporate Administration Division, and General Manager of Accounting & Finance Dept.	Director and Executive Officer, General Manager of Corporate Administration Division, and General Manager of Accounting & Finance Dept.

② Retiring Directors (Effective April 1)

Name	New Title	Former Title
Ichiro Akita	—	Outside Director
Hiromi Kimura	—	Outside Director

Note: Ichiro Akita and Hiromi Kimura are scheduled to be appointed as Outside Directors of Toranvia Co., Ltd.

< Reason for Changes >

Due to changes in the management structure.

Career Summary of the New Representative Director Candidate

Isao Hironaga

(Date of Birth: September 20, 1970)

April 1995	Joined the Company
October 2007	General Manager of Service Business Division I
April 2008	General Manager of Business Division I
April 2010	General Manager of Industrial & Public Sector Division I
April 2011	Executive Officer, General Manager of Industrial & Public Sector Division
April 2012	Executive Officer, General Manager of Business Innovation Division
June 2012	Director and Executive Officer, General Manager of Business Innovation Division (to the present)

< Number of Shares Held > 79,590 shares

2. Changes in Senior Management / Fellows and General Managers

① Changes in Fellows (Effective April 1)

Name	New Title	Former Title
Katsusumi Araki	Fellow, General Manager of Kansai Business Division	Executive Officer, General Manager of Kansai Business Division
Takashi Katayama	Fellow, General Manager of Sales Division and Manager of Western Japan Sales Dept.	Unchanged
Yoshikazu Morizono	Fellow, General Manager of Financial Business Division	Unchanged
Takahiro Shimazaki	Fellow, General Manager of Business Infrastructure Division	General Manager of Business Infrastructure Division and Manager of Western Japan Infrastructure Dept.
Keiko Otsuka	Fellow, Assigned to Business Infrastructure Division	TOHO SYSTEM SCIENCE CO.,LTD.

② Changes in General Managers of Divisions (Effective April 1)

Name	New Title	Former Title
Takashi Katayama	General Manager of Industrial & Public Sector Division	General Manager of Industrial & Public Sector Division and Manager of SI Business Dept. I
Akira Iwabuchi	General Manager of Business Innovation Division	Manager of Financial Business Dept. I, Financial Business Division
Hironobu Mizuno	General Manager of DX Promotion Division	Deputy General Manager of DX Promotion Division, Head of Solution Promotion Office, and Head of Modernization Promotion Office

3. Changes in Department Managers

Name	New Title	Former Title
Takumi Wakitani	General Manager, Financial Business Dept. I, Financial Business Division	General Manager, Financial Business Dept. IV, Financial Business Division

Name	New Title	Former Title
Yoshinori Matsunaga	General Manager, Financial Business Dept. II, Financial Business Division	Unchanged
Daigo Horiuchi	General Manager, Financial Business Dept. III, Financial Business Division	Unchanged
Kenji Yagi	General Manager, SI Business Dept. I, Industrial & Public Sector Division	General Manager, Application Business Dept., Business Innovation Division
Hidemitsu Mineshima	General Manager, SI Business Dept. II, Industrial & Public Sector Division	Unchanged
Shinichi Katsuoka	General Manager, Healthcare Business Dept., Industrial & Public Sector Division	Unchanged
Toshiaki Iizuma	General Manager, Salesforce Business Dept., Business Innovation Division	Unchanged
Takashi Hiraiwa	General Manager, Solution Business Dept., Business Innovation Division	Deputy General Manager, Business Infrastructure Division and General Manager, Solution Business Dept.
Hiroyuki Minagawa	General Manager, Eastern Japan Infrastructure Dept., Business Infrastructure Division	Senior Manager, Eastern Japan Infrastructure Dept., Business Infrastructure Division
Daisuke Kobayashi	General Manager, Western Japan Infrastructure Dept., Business Infrastructure Division	Deputy General Manager, Business Infrastructure Division and General Manager, Eastern Japan Infrastructure Dept.
Naoto Hashimoto	General Manager, Kansai SI Business Dept., Kansai Business Division	Unchanged
Hisashi Matsubara	General Manager, Social Infrastructure Business Dept., Kansai Business Division	Unchanged
Manabu Koda	Director, DX Technology Center, DX Promotion Division	Unchanged
Yoshiko Saiga	Head, Salesforce Business Promotion Office, DX Promotion Division	Unchanged
Naoto Yamashita	Head, Solution Promotion Office, DX Promotion Division	Senior Manager, Solution Promotion Office, DX Promotion Division
Tatsuji Kanazawa	Head, Project Quality Management Office	Unchanged
Satoshi Kawahara	General Manager, Sales Dept. I, Sales Division	Senior Manager, Sales Division
Kiwamu Ishido	General Manager, Sales Dept. II, Sales Division	Unchanged
Akinori Oka	General Manager, General Affairs Dept., Corporate Administration Division	General Manager, General Affairs Dept. and Head, Human Resources Development Center, Corporate Administration Division

Name	New Title	Former Title
Noriyuki Sawada	Head, Human Resources Development Center, Corporate Administration Division	Human Resources Development Center, Corporate Administration Division
Yasunori Imai	General Manager, Systems Management Dept., Corporate Administration Division	Unchanged
Kazuo Namai	Head, Partner Promotion Office, Corporate Administration Division	Unchanged
Tetsuya Kato	Head, Internal Audit Office	Unchanged