

Kenji Iwase
 President and Representative Director
 TAKE AND GIVE. NEEDS Co., Ltd.
 2-3-12 Higashi-Shinagawa, Shinagawa-ku, Tokyo

Notice Regarding Organizational Change and Personnel Changes

TAKE AND GIVE. NEEDS Co., Ltd. (hereinafter the “Company”) hereby announces that, effective July 1, 2026, the Company will implement the following organizational change and personnel changes.

1. Organizational Changes

The Company has decided to rename the “Customer Experience Management Department” to the “Marketing Research Department” to specialize in all aspects of marketing and branding research, from design and implementation to analysis.

2. Personnel Changes

Name	New position	Former position
Chikara Iwata	Executive Officer, General Manager of Marketing Division	Executive Officer, General Manager of Marketing Division General Manager of Advertising Department
Keisuke Nakada	General Manager of Marketing Research Department	General Manager of Customer Experience Management Department
Mao Makino	General Manager of Advertising Department	Marketing Division, Manager of Advertising Department

###