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September 30, 2026

To Our Shareholders

Company name: DKS Co. Ltd.
Representative: YAMAJI Naoki, President & CEO
(Securities code: 4461
Tokyo Stock Exchange Prime Market)
Contact: SAKAMOTO Mami
Director & Senior Executive General Manager
Administration Headquarters
(TEL: +81-75-276-3028)

Notice Regarding Organizational and Personnel Changes

DKS Co. Ltd. hereby announces that it has decided to implement organizational and personnel changes effective October 1, 2026, as described below.

1. Purpose of Organizational Changes

In anticipation of global business expansion, the Company is strengthening collaboration with its domestic and overseas group companies. Through these organizational changes, the Company aims to enhance corporate value by formulating management strategies from a group-wide perspective, strengthening governance, and fostering global talent.

2. Organizational Changes (Effective October 1, 2026)

The Company will reorganize the DKS Group Management Division of the Administration Headquarters into the DKS Group Management Headquarters, which will report directly to the President. Through this reorganization, the Company will centralize its management support functions for group companies and enhance management effectiveness by accelerating decision-making.

3. Personnel Changes (Effective October 1, 2026)

Changes in the responsibilities and assignments of Executive Officers and General Managers are as follows.

Name	New Title	Current Title
MORISHIMA Kazuto	Senior Executive General Manager DKS Group Management Headquarters	Senior Executive General Manager DKS Group Management Division Administration Headquarters
KIGASAWA Shigeru	General Manager DKS Group Management Headquarters and President DKS (Shanghai) International Trading Co., Ltd.	General Manager DKS Group Management Division Administration Headquarters and President DKS (Shanghai) International Trading Co., Ltd.
MATSUYOSHI Kenichi	General Manager DKS Group Administration Department DKS Group Management Headquarters	General Manager DKS Group Administration Department DKS Group Management Division Administration Headquarters