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March 9,2026

Dear all,

Company name: Focus Systems Corporation
Representative: Representative Director and President, Mori Keiichi
(Securities Code: 4662, Tokyo Stock Exchange, Prime Market)
Inquiries: Managing Director and Executive Officer, Goto Makoto
TEL. +81-3-5421-7777

Notice of Organizational and Personnel Changes

We hereby announce that our Board of Directors has resolved at a meeting held on March 9, 2026, to make the following organizational and personnel changes in order to maximize business synergies and enhance management efficiency.

1. Organizational changes (effective April 1, 2026)

(1) Reorganize and merge the Public Financial Business Headquarters and the Public Corporation Business Headquarters and part of the IT Solutions Headquarters, rename the Public & Social Solutions Business Headquarters.
Place the Business Strategy Division, the National Security Division, the Society Digital Division, the Social Solutions Division and the Life Connect Division in the Public & Social Solutions Business Headquarters.

(2) Reorganize the Digital Business Headquarters.
Place the Sales & Marketing Division, the Project Management Division, the Platform Consulting Division, the Infrastructure Design Division, the Digital Consulting Division and the Smart Business Design Division in the Digital Business Headquarters.

(3) Reorganize and merge the IT Innovation Headquarters and part of the IT Solutions Headquarters, rename the Tech Innovation Business Headquarters.
Place the Strategic Sales Division, the Solutions Architect Division, the Technical Promotion Division, the Technical Solutions Division, the Technical Development Division and the Technical Advance Division in the Tech Innovation Business Headquarters.

(4) Split the IT Solutions Headquarters, merge it into the Public & Social Solutions Business Headquarters and the Tech Innovation Business Headquarters.
Establish the Western Japan Division, which had been under the IT Solutions Headquarters, as an independent division.

(5) Rename the Purchase Division under the HR & DX Strategy Headquarters to the Partner Relations Division.

(6) Establish the Medical AI Strategy Office.

2. Changes among directors

(1) Change of Responsibilities (effective April 1, 2026)

Name	New position	Current position
Muroi Makoto	Senior Managing Director; Responsible for Public & Social Solutions Business Headquarters and Digital Business Headquarters	Senior Managing Director, Executive Officer; Responsible for Digital Business Headquarters; In charge of Public Financial Business Headquarters and Public Corporation Business Headquarters

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Suzuki Takahiro	Director, Executive Officer; Responsible for Tech Innovation Business Headquarters and Medical AI Strategy Office; In charge of Western Japan Division, and Department Manager Corporate Planning Office	Director, Executive Officer; Responsible for IT Innovation Headquarters; In charge of IT Solutions Headquarters, and Department Manager Corporate Planning Office

(2) Change of Responsibilities (to take effect upon the conclusion of the scheduled General Meeting of Shareholders on June 29, 2026)

Name	New position	Current position
Muroi Makoto	Senior Managing Director; Responsible for Public & Social Solutions Business Headquarters	Senior Managing Director; Responsible for Public & Social Solutions Business Headquarters and Digital Business Headquarters [Scheduled to take effect on April 1, 2026]
Goto Makoto	Managing Director, Executive Officer; In charge of Internal Auditor's Office	Managing Director, Executive Officer; Responsible for Corporate Management Headquarters and HR & DX Strategy Headquarters; In charge of Internal Auditor's Office

(3) New directors (to take effect at the scheduled General Meeting of Shareholders on June 29, 2026)

Name	New position	Current position
Tsushima Takahiro	Director, Executive Officer; and General Manager Digital Business Headquarters	Executive Officer and General Manager Digital Business Headquarters
Mizuno Wataru	Director, Executive Officer; Responsible for HR & DX Strategy Headquarters and General Manager Corporate Management Headquarters	Executive Officer and General Manager Corporate Management Headquarters

3. Personnel changes among executive officers (Not including those on the board of directors; effective April 1, 2026)

(1) Change of Responsibilities

Name	New position	Current position
Kobayashi Katsuyuki	Executive Officer and General Manager Tech Innovation Business Headquarters	Executive Officer and General Manager IT Innovation Headquarters

(2) New Personnel changes among executive officers

Name	New position	Current position
Nagasawa Satoshi	Executive Officer and General Manager Public & Social Solutions Business Headquarters	Deputy General Manager Public Corporation Business Headquarters and Manager Public Solutions Division
Konishi Mamoru	Executive Officer and Department Manager Medical AI Strategy Office	Deputy General Manager IT Solutions Headquarters

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4. Personnel changes at management level (effective April 1, 2026)

Name	New position	Current position
Mitsui Nobuyoshi	Manager Business Strategy Division Public & Social Solutions Business Headquarters	Manager Systems Department 1 Public Solutions Division Public Corporation Business Headquarters
Shirai Ryosuke	Manager National Security Division Public & Social Solutions Business Headquarters	Manager Product Innovation Division Public Corporation Business Headquarters
Ochi Kiyoshi	Manager Society Digital Division Public & Social Solutions Business Headquarters	Manager Social Business Division Public Financial Business Headquarters
Terajima Kiyoyuki	Manager Social Solutions Division Public & Social Solutions Business Headquarters	Manager Social Solutions Division Public Financial Business Headquarters
Otaki Yasuhisa	Manager Life Connect Division and Digital Communication Department Public & Social Solutions Business Headquarters	Manager Business Planning Division Public Financial Business Headquarters
Fujita Koji	Manager Sales & Marketing Division Digital Business Headquarters	Manager Sales Planning Division Digital Business Headquarters
Kitahara Takashi	Manager Project Management Division Digital Business Headquarters	Manager SAP Promotion Division Digital Business Headquarters
Higuchi Masaki	Manager Platform Consulting Division Digital Business Headquarters	Manager Integration Engineering Department Engineering Division Digital Business Headquarters
Takayanagi Masaaki	Manager Infrastructure Design Division and Platform Business Department Digital Business Headquarters	Manager Platform Business Department Infrastructure Solutions Division Digital Business Headquarters
Furuya Yusuke	Manager Smart Business Design Division and Business Core Solutions Department Digital Business Headquarters	Manager SAP Promotion Department SAP Promotion Division Digital Business Headquarters
Matsuno Kenji	Manager Strategic Sales Division Tech Innovation Business Headquarters	Manager Strategic Sales Division IT Innovation Headquarters
Seya Ryuichi	Manager Solutions Architect Division Tech Innovation Business Headquarters	Manager Solutions Architect Division IT Innovation Headquarters
Washino Shunsuke	Manager Technical Promotion Division Tech Innovation Business Headquarters	Manager Technical Promotion Division IT Innovation Headquarters

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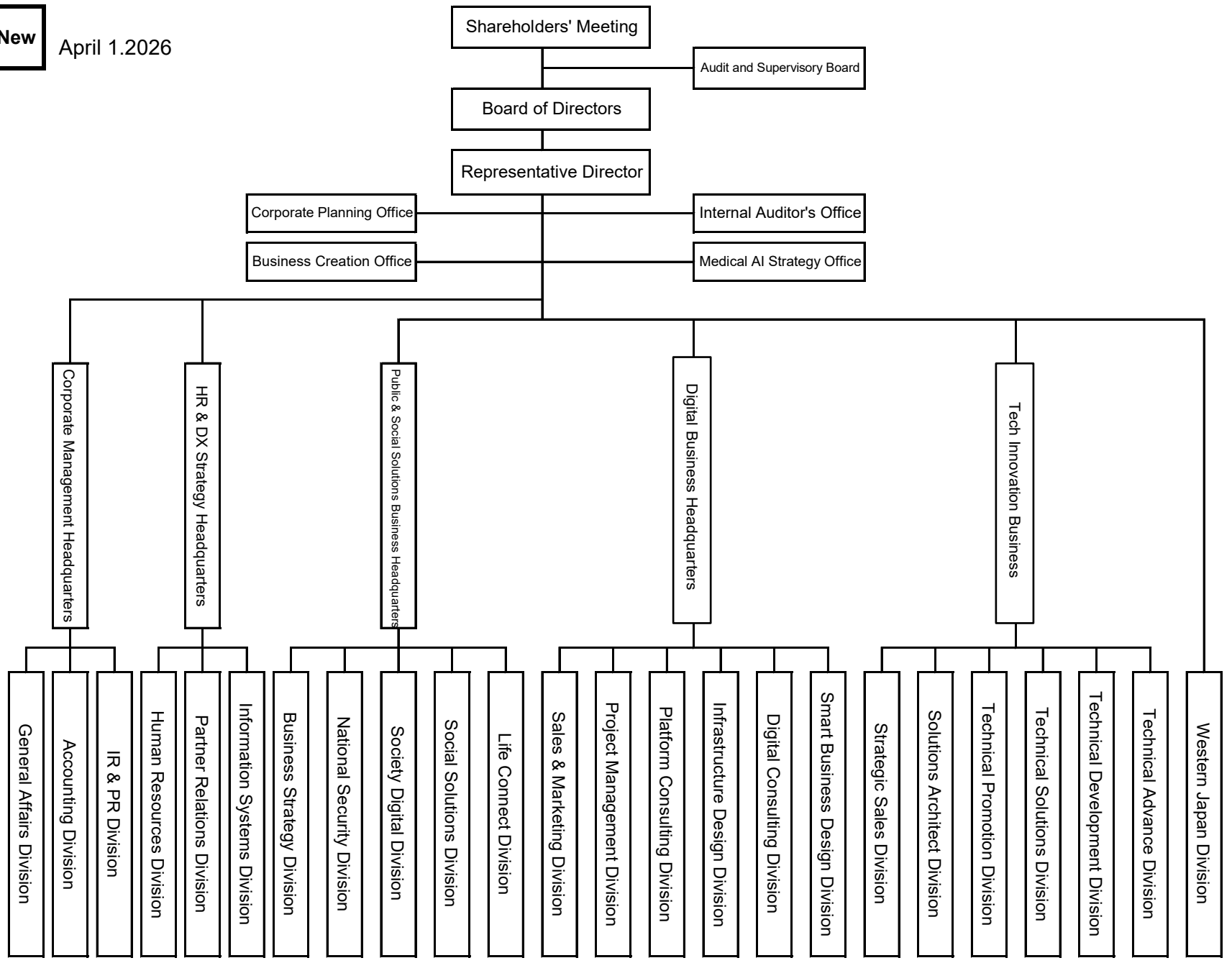
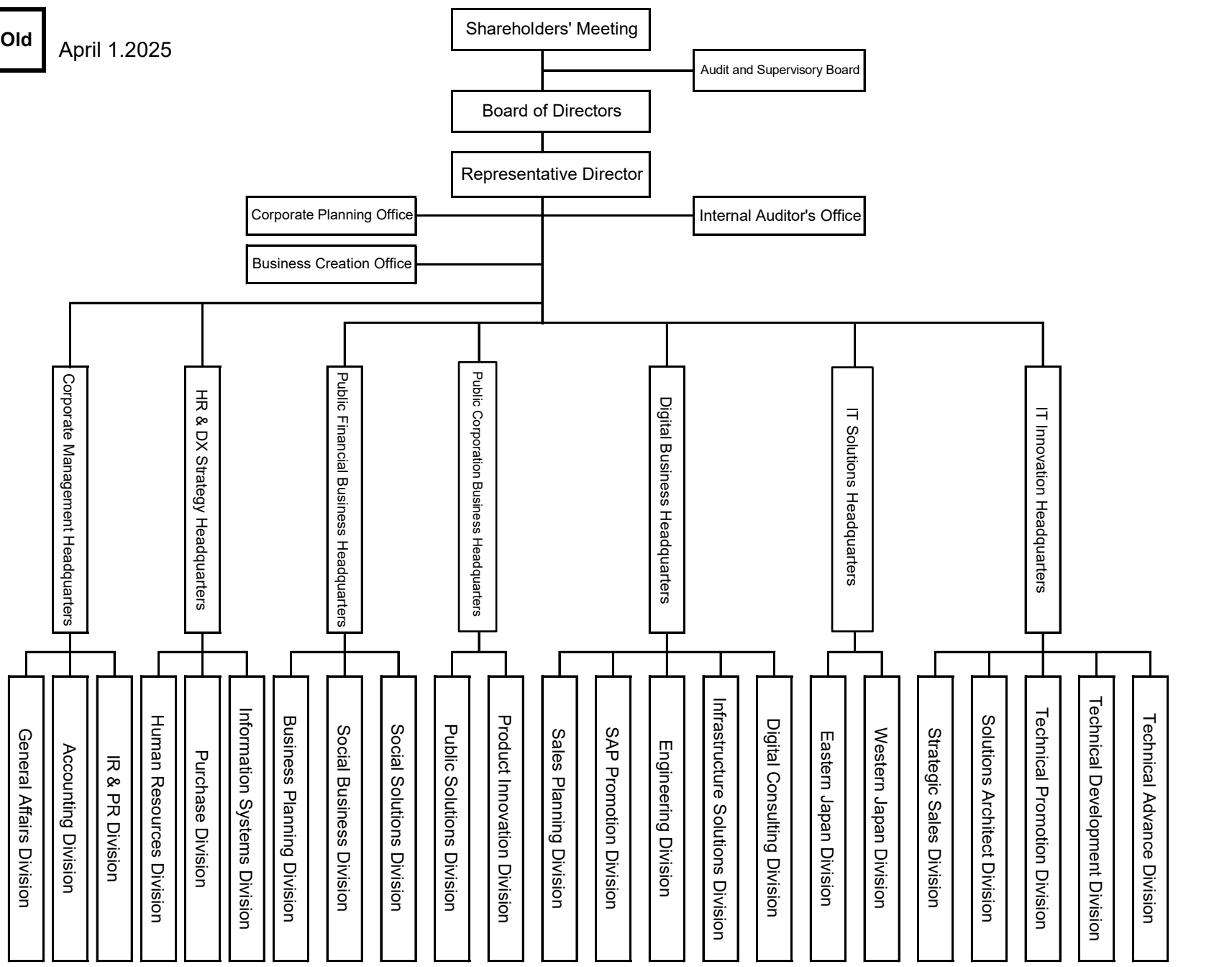
Ito Masayoshi	Manager Technical Solutions Division Tech Innovation Business Headquarters	Manager Eastern Japan Division and Telecommunication Solutions Department IT Solutions Headquarters
Sato Yasuhisa	Manager Technical Development Division Tech Innovation Business Headquarters	Manager Technical Development Division IT Innovation Headquarters
Ishinabe Akira	Manager Technical Advance Division Tech Innovation Business Headquarters	Manager Technical Advance Division IT Innovation Headquarters
Matsuzawa Yasuei	Manager Western Japan Division	Manager Western Japan Division IT Solutions Headquarters
Shibata Atsuko	Manager Partner Relations Division HR & DX Strategy Headquarters	Assistant Manager Purchase Division HR & DX Strategy Headquarters
Kada Hiroaki	Deputy Department Manager Corporate Planning Office	Manager Corporate Planning Office

END

Focus Systems Corporation

New April 1.2026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