



Company Name: **CAC Holdings Corporation**

Representative Ryota Nishimori President and CEO
(Prime Market of TSE, Code Number 4725)

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Notice Regarding Organizational Restructuring and Key Personnel Changes

CAC Holdings Corporation hereby announces the following organizational restructuring and key personnel changes.

1. Organizational Restructuring (Effective October 1, 2026)

- To promote the CAC Group's human resources strategy in an integrated manner, the Company will establish the Human Resources Management Division.

The new division will include the Group HR Strategy & Planning Department, which will be responsible for formulating and implementing the Group's human resources strategy, and the Group Talent Management Department, which will be responsible for talent allocation, succession planning and development, and related matters. While maintaining the expertise and agility of each Group company, the Company will optimize the allocation of management resources and accelerate decision-making across the Group, thereby achieving overall optimization across the Group.

- The functions of the Asset-Based Business Promotion Department will be transferred to the Research and Development Division and the Corporate Planning Department, and the department will be dissolved.

2. Key Personnel Changes (Effective October 1, 2026)

Name	New	Current
Ryo Kamakura	Head of Human Resources Management Division Concurrently: Head of Group HR Strategy & Planning Department Head of Group Talent Management Department and CHRO (Chief Human Resource Officer)	CHRO (Chief Human Resource Officer)
Tamon Kawamura	Service Producer, BPO Services Division, CAC Corporation	Head of Asset-Based Business Promotion Department

End