



May 15, 2025

Dear all

Company Name	Value HR Co., Ltd.
Representative	President and CEO Michio Fujita (Code No: 6078, TSE Prime Market)
Contact	Executive Vice President Gentaro Fujita (TEL: +03-6380-1300)

Notice Regarding Organizational Restructuring, Changes in Executive Responsibilities, and Personnel Transfers

We hereby announce that, at the Board of Directors meeting held on May 15, 2025, our company resolved to implement the following organizational restructuring, changes in executive responsibilities, and personnel transfers.

Details are as follows

1. Organizational Restructuring (Effective June 1, 2025)

To further promote the active participation of female employees, we will establish the "Women's Empowerment Promotion Department."

As approximately 80% of our employees are women, and the percentage of female managers stood at 29.9% as of the end of December 2024, we have actively promoted the advancement of female talent to date. The establishment of this new department goes beyond our previous achievements and aims to build a stronger framework to support further promotion of women and diverse career development. This initiative is intended to accelerate company-wide efforts toward diversity and inclusion.

Furthermore, as gender equality and respect for diversity are gaining increasing importance across society, we view this trend as an opportunity for our own growth. We will continue to promote the development of a workplace environment where all employees can fully demonstrate their abilities.

2. Changes in Executive Responsibilities (Effective June 1, 2025)

Name	New Position	Current Position
Gentaro Fujita	Representative Director and Executive Vice President In charge of the Corporate Management Division In charge of HR Management Business Division In charge of Information Systems Division In charge of Health Management & Data Health Promotion Office In charge of <u>Women's Empowerment Promotion Office</u>	Representative Director and Executive Vice President In charge of the Corporate Management Division In charge of HR Management Business Division In charge of Information Systems Division In charge of Health Management & Data Health Promotion Office

3. Personnel Transfers (Effective June 1, 2025)

Name	New Position	Current Position
Miyako Yamazaki	Executive Officer <u>Head of the Women's Empowerment Promotion Department</u> <u>In charge of Head of Human Resources Group, Corporate Management Division</u>	Executive Officer HR Management Division Head of Western Japan Division
Kenichi Fukumoto	<u>General Manager of Internal Audit Department</u>	General Manager, Accounting Group, Corporate Management Division

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