



March 26, 2026

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: +81-3-6380-1300)

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

We hereby announce that, at the Board of Directors meeting held on March 26, 2026, our company resolved to implement the following organizational restructuring, changes in executive responsibilities, and personnel transfers.

Details

1. Purpose and Details of Organizational Changes (Effective April 1, 2026)

(1) Purpose

We will implement organizational changes in order to strengthen our sales functions, reorganize our human resources functions, and enhance the efficiency of business execution, through a review of our business promotion structure and corporate functions.

(2) Description

- The Business Planning Office will be abolished, and a Sales Planning Department will be newly established under the Sales Division.
- The Human Resources Division will be abolished, and a Human Resources Department will be newly established under the Corporate Management Division.

2. Changes in Executive Responsibilities (Effective April 1, 2026)

Name	New Position	Current Position
Michio Fujita	President and Representative Director Head of Corporate Management Division In charge of Cafeteria Business Division In charge of Women's Empowerment Promotion Office In charge of Friendship Business Division	President and Representative Director In charge of Cafeteria Business Division In charge of Human Resources Division In charge of Women's Empowerment Promotion Office In charge of Friendship Business Division In charge of Business Planning Office
Gentaro Fujita	Executive Vice President and Representative Director In charge of Sales Division In charge of HR Management Business Division In charge of Information Systems Division In charge of Health Management & Data Health Promotion Office	Executive Vice President and Representative Director In charge of 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

Isao Iizuka	Director and Executive Vice President In charge of Healthcare Business Division	Director and Executive Vice President In charge of Healthcare Business Division In charge of Sales Division
Yuji Omura	Managing Director and CIO <u>In charge of</u> Information Security and Compliance Office	Managing Director and CIO General Manager of Information Security and Compliance Office

3. Personnel Transfers (Effective April 1, 2026)

Name	New Position	Current Position
Yoji Otani	Managing Executive Officer <u>In charge of Sales Division</u>	Managing Executive Officer Head of Sales Division
Keiji Kikuchi	Managing Executive Officer General Manager of Health Management & Data Health Promotion Office	Managing Executive Officer General Manager of Health Management & Data Health Promotion Office Responsible for Business Planning Office
Hiroo Seki	Executive Officer Head of Information Systems Division <u>General Manager of Information Security and Compliance Office</u>	Executive Officer Head of Information Systems Division
Miyako Yamazaki	Executive Officer General Manager of Women's Empowerment Promotion Office	Executive Officer Head of Human Resources Division General Manager of Women's Empowerment Promotion Office
Naoto Takahashi	<u>Head of Sales Division</u>	General Manager of Business Planning Office

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