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Fukuoka Stock Exchange
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**Notice Concerning Reorganization of Business Regions,
Introduction of Executive Officer System, etc.**

Onoken Co., Ltd. (the “Company”) hereby announces that, at the Board of Directors meeting held on the date of this release, it has decided to reorganize its business regions and introduce an Executive Officer system, as follows.

1. Region reorganization

(1) Purpose of the reorganization

- (a) To optimize business management in line with an increase in the number of sales offices and Group companies, and business expansion
- (b) To further strengthen cooperation among sales offices and Group companies by reviewing business regions
- (c) To strengthen governance and compliance by subdividing business regions

(2) Details of the reorganization

(a) Reorganization of business regions in the Company

- The Chugoku and Shikoku region will be newly established, and the Hiroshima Branch Office will play a central role in overseeing sales offices and Group companies located in the Chugoku and Shikoku region.
- As a result, the Company will shift from the current three-region system to a four-region system.

(b) Reorganization of business regions in the Group

- Each Group company will be transferred from the Management Control Division to the management of the region where each company is located.

Current	After reorganization
Kyushu and Chugoku region	Kyushu and Okinawa region (renamed)
Kansai and Chukyo region	Chugoku and Shikoku region (newly established)
Kanto and Tohoku region	Kansai and Chukyo region
	Kanto and Tohoku region

(3) Date of reorganization

Wednesday, April 1, 2026

2. Introduction of Executive Officer system in the Company

(1) Purpose of introduction

By separating the supervisory function of the Board of Directors from business execution and transferring business execution authority to Executive Officers, the Company will clarify business execution responsibilities and speed up decision-making. As a result, the Board of Directors will focus on supervising management, and pursuing important medium- to long-term strategies and corporate value, which will further strengthen corporate governance. In addition, the Company will expand opportunities for the appointment of personnel and develop the next generation of senior management and executives, enabling the achievement of medium- to long-term growth.

(2) Outline of the system

- (a) The appointment and dismissal of Executive Officers shall be made by resolution of the Board of Directors after consultation with the Nomination and Remuneration Committee.
- (b) The relationship between Executive Officers and the Company shall be of a delegation type.
- (c) Directors may serve concurrently as Executive Officers.

(3) Introduction time

Wednesday, April 1, 2026

3. Personnel changes related to the reorganization of business regions and introduction of the Executive Officer system

(1) Directors

Name	New position	Current position
Takeshi Ono	Representative Director and Chief Executive Officer	Representative Director and President
Tetsuji Ono	Representative Director and Senior Managing Executive Officer	Representative Director, Executive Managing Director, and General Manager of Management Control Division
Shinsuke Ono	Director, Managing Executive Officer, and General Manager of Kyushu and Okinawa region	Managing Director, General Manager of Kokura Branch, and in charge of Kyushu and Chugoku region
Masayoshi Kinoshita	Director, Managing Executive Officer, General Manager of Kansai and Chukyo region, and General Manager of Osaka Branch Office	Managing Director, General Manager of Osaka Branch Office, and in charge of Kansai and Chukyo region
Akira Ono	Director, Executive Officer, and Development Office Manager	Director and Development Office Manager
Masashi Ono	Director, Executive Officer, General Manager of Kanto and Tohoku region, and General Manager of Tokyo Branch Office	Director, General Manager of Tokyo Branch Office, and in charge of Tokyo and Tohoku region

(2) Executive Officers

Name	New position	Current position
Takumi Yamanaka	Executive Officer, General Manager of Chugoku and Shikoku region, and General Manager of Hiroshima Branch Office	General Manager of Hiroshima Branch Office
Sota Kitazawa	Executive Officer, General Manager of Management Control Division, and Management Planning Office Manager	Deputy General Manager of Management Control Division and Management Planning Office Manager

(3) Other

Name	New position	Current position
Tadayasu Kunichika	Deputy General Manager of Chugoku and Shikoku region, Deputy General Manager of Hiroshima Branch Office, and General Manager of Okayama Sales Office	Deputy General Manager of Hiroshima Branch Office, and General Manager of Okayama Sales Office
Kenta Sagara	Deputy General Manager of Kyushu and Okinawa region and General Manager of Fukuoka Branch Office	General Manager of Fukuoka Branch Office
Hiroyuki Murakami	Deputy General Manager of Kanto and Tohoku region and General Manager of Sendai Branch Office	General Manager of Sendai Branch Office
Takuya Imamura	Deputy General Manager of Management Control Division	Deputy General Manager of Accounting Department, Management Control Division
Kiminobu Era	General Manager of Kokura Branch Office	Deputy General Manager of Kokura Branch Office

(4) Time of appointment

Wednesday, April 1, 2026