

Translation

Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

March 28, 2025

Company name: BUSINESS BRAIN SHOWA-OTA INC.
 Name of representative: Kazuhiro Komiya, President
 (Securities code: 9658; TSE Prime Market)
 Inquiries: Hitoshi Uehara,
 Senior Executive Officer, General Manager,
 Administration Division
 (Telephone: +81-3-3507-1302)

Notice Regarding Changes in Managing Directors and Executive Directors

BUSINESS BRAIN SHOWA-OTA INC. (“the Company”) hereby announces that at the Board of Directors meeting held on March 28, 2025, it resolved to make the following changes to the Company’s Managing Directors, together with the changes to the Managing Directors and Executive Directors that it resolved to make at the Board of Directors meeting held on February 28, 2025.

Furthermore, changes in Managing Directors and Managing Directors who are Audit and Supervisory Committee members are scheduled to be officially decided at the Ordinary General Meeting of Shareholders to be held on June 23, 2025 and at the Board of Directors meeting following that.

1. Changes in Managing Directors (excluding Managing Directors who are Audit and Supervisory Committee members) (Scheduled date of change: June 23, 2025)

Candidates for Managing Directors (excluding Managing Directors who are Audit and Supervisory Committee members)

Position	Name	Details of Change
President	Kazuhiro Komiya	Reappointment
Managing Director	Hitoshi Uehara	Reappointment
Managing Director	Yuji Nakamura	Reappointment
Managing Director	Masato Tanibuchi	Reappointment
Managing Director	Toshiya Sugino	Reappointment
Managing Director	Hisato Noda	Reappointment
Managing Director	Yoshitaka Makimoto	New Appointment
Outside Director	Hiroaki Nagaya	Reappointment
Outside Director	Naohiko Kagawa	Reappointment

2. Changes in Managing Directors who are Audit and Supervisory Committee members (Scheduled date of change: June 23, 2025)

Candidates for Managing Directors who are Audit and Supervisory Committee members

Position	Name	Details of Change
Outside Director	Hidetoshi Watanabe	Reappointment
Outside Director	Nahoko Yano	Reappointment
Outside Director	Hideya Namba	New Appointment

3. Changes in Executive Directors (Scheduled date of change: April 1, 2025)

Position	Name	Details of Change	Responsibilities
Senior Executive Director	Masashi Matsui	Reappointment	President of PLM Japan Inc. Chairman of Fresco Inc.
Senior Executive Director	Norihisa Inoue	Reappointment	President of BBS Outsourcing KUMAMOTO Inc. President of BBS Managed Services Inc.
Senior Executive Director	Hitoshi Uehara	Reappointment	Group Management Supervisor, Director of Accounting Dept., and Director of Corporate Branding Dept.
Senior Executive Director	Yuji Nakamura	Reappointment	Group Solution Supervisor, and General Manager of ACT-Horizon Business Div.
Senior Executive Director	Masato Tanibuchi	Reappointment	Group Consulting Supervisor, General Manager of Accounting Consulting Service, and Director of Overseas Business Promotion Office
Senior Executive Director	Toshiya Sugino	Reappointment	Group BPO Supervisor, and General Manager of BPO Consulting Service
Senior Executive Director	Hisato Noda	Reappointment	Group Region Promoter, and General Manager of West Japan Region Div.
Executive Director	Yoshitaka Makimoto	Reappointment	Group Sales Supervisor, Director of Solution Sales Management Dept., Director of Business Administration Dept., and Director of Business Planning Dept., ACT-Horizon Business Div.
Executive Director	Keiichi Fukuda	Reappointment	Assistant to President
Executive Director	Nobukatsu Suzuki	Reappointment	President of Twinkle Co., Ltd.
Executive Director	Norihiro Kato	Reappointment	General Manager of Product Solution Service, and Director of East Japan Human Resources Strategy Dept.
Executive Director	Shinji Takahashi	Reappointment	General Manager of Human Resources Div., Director of Human Resources Planning Dept., and Director of Mid-Career Recruitment Dept.
Executive Director	Mitsuaki Takimoto	Reappointment	Director of West Japan Sales Management Dept., West Japan Region Div.
Executive Director	Toshiyuki Oyamada	Reappointment	General Manager of Solution Business Development Div., Industrial Solution Service
Executive Director	Kazuhiro Tachibana	Reappointment	Deputy General Manager of West Japan Region Div., Branch Manager of Shizuoka Branch, and Director of Business Planning Dept., ACT-Horizon Business Div.
Executive Director	Tamami Nagasaki	Reappointment	General Manager of DX Research Div., and Director of Future Design Lab.
Executive Director	Toshikazu Okamoto	Reappointment	General Manager of Industrial Solution Service
Executive Director	Sumika Tomioka	Reappointment	General Manager of Group Solution Service Div., Product Solution Service
Executive Director	Yukinori Okada	Reappointment	General Manager of Planning & Administration Div., and Director of Corporate Planning Dept.

Executive Director	Kiyotaka Uchida	Reappointment	Managing Director of BBS Managed Service Inc.
Executive Director	Yoshiteru Kumoda	Reappointment	Director of BPO Business Planning Dept., BPO Consulting Service
Executive Director	Wakaha Yamamoto	Reappointment	Director of Outsourcing Services Div. and Director of Payment Technology Div., BPO Consulting Service
Executive Director	Akira Iizuka	Reappointment	Director of Bulas Div., BPO Consulting Service
Executive Director	Shuichi Ohara	Reappointment	Deputy General Manager of West Japan Region Div., Branch Manager of Osaka Branch, and Branch Manager of Fukuoka Branch
Executive Director	Shinji Kawakami	New Appointment	General Manager of Social Infrastructure Solution Service Div., Industrial Solution Service
Executive Director	Yutaka Yagyu	New Appointment	General Manager of Account Solution Div., Product Solution Service
Executive Director	Kazuyoshi Saida	New Appointment	General Manager of System Service Div., Industrial Solution Service

END