

Translation

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March 27, 2026

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,
 Group Management Supervisor
 (Telephone: +81-3-3507-1302)

Notice Regarding Changes in Representative Directors, Managing Directors, and Executive Directors

BUSINESS BRAIN SHOWA-OTA INC. (“the Company”) hereby announces that at the Board of Directors meeting held on March 27, 2026, it resolved to make changes to the Company’s Representative Directors, Managing Directors, and Executive Directors, as outlined below.

Furthermore, changes in Representative Directors, 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, 2026 and at the Board of Directors meeting following that.

1. Changes in Representative Directors

(1) Reason for Change

To further strengthen the management structure by transitioning to a two-person Representative Director system, with the aim of accelerating management decision-making and achieving sustainable enhancement of corporate value.

(2) Name and title of new Representative Director

Name	New Title	Previous Title
Hitoshi Uehara	Representative Director	Managing Director

(3) Profile of new Representative Director

Name / Date of Birth	Career Summary		Shares Held
Hitoshi Uehara (Born: September 10, 1966)	December 1988	Joined Showa Ota & Co. (now Ernst & Young ShinNihon LLC)	13,920 shares
	July 2008	Representative Partner, Shin Nihon LLC (now Ernst & Young ShinNihon LLC)	
	March 2016	Joined the Company	
	April 2017	Senior Director, Director of Global Consulting Div., the Company	
	April 2018	Executive Director, Deputy General Manager of Administration Div., the Company	
April 2020	Executive Director, Group Management Supervisor and General Manager of		

	June 2020	Administration Div., the Company Managing Director, Executive Director, Group Management Supervisor and General Manager of Administration Div., the Company	
	April 2021	Managing Director, Senior Executive Director, Group Management Supervisor and General Manager of Administration Div., the Company	
	April 2022	Managing Director, Senior Executive Director, Group Management Supervisor and General Manager of Administration Div., the Company	
	April 2023	Managing Director, Senior Executive Director, Group Management Supervisor, General Manager of Administration Div., and General Manager of Human Resources Div., the Company	
	April 2025	Managing Director, Senior Executive Director, Group Management Supervisor, Director of Accounting Dept., and Director of Corporate Branding Dept., the Company (current)	

(4) Scheduled date of appointment

June 23, 2026

(For Reference)

Effective June 23, 2026, the Representative Directors of the Company will be Kazuhiro Komiya and Hitoshi Uehara.

2. Changes in Managing Directors (excluding Managing Directors who are Audit and Supervisory Committee members) (Scheduled date of change: June 23, 2026)

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

Position	Name	Details of Change
President	Kazuhiro Komiya	Reappointment
Representative Director	Hitoshi Uehara	New Appointment
Managing Director	Yuji Nakamura	Reappointment
Managing Director	Masato Tanibuchi	Reappointment
Managing Director	Toshiya Sugino	Reappointment
Managing Director	Hisato Noda	Reappointment
Managing Director	Yoshitaka Makimoto	Reappointment
Outside Director	Osamu Nakai	New Appointment
Outside Director	Huang Mingxian	New Appointment

3. Changes in Managing Directors who are Audit and Supervisory Committee members (Scheduled date of change: June 23, 2026)

Candidates for Managing Directors who are Audit and Supervisory Committee members

Position	Name	Details of Change
Outside Director	Yasuharu Nakajima	Reappointment
Outside Director	Hiroaki Nagaya	Reappointment

4. Changes in Executive Directors (Scheduled date of change: April 1, 2026)

Position	Name	Details of Change	Responsibilities
Senior Executive Director	Masashi Matsui	Reappointment	Assistant to President
Senior Executive Director	Norihisa Inoue	Reappointment	President of BBS Outsourcing KUMAMOTO Inc. President of BBS Managed Service 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	Promotion	Group Solution Supervisor, General Manager of Innovation Management Headquarters, and Chairman of Chief Division Committee
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, General Manager of BPO Consulting Service, and General Manager of AppliedAI Promotion Div.
Senior Executive Director	Hisato Noda	Reappointment	Group Region Promoter, General Manager of West Japan Region Div., and General Manager of Learning & Development Promotion Div.
Senior Executive Director	Yoshitaka Makimoto	Promotion	Group Sales Supervisor, General Manager of Solution Sales Div., Director of East Japan Sales Div., and General Manager of ACT-Horizon Business Promotion Div., Innovation Management Headquarters
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 Resource Planning Dept., and Director of Human Resources Dept.
Executive Director	Mitsuaki Takimoto	Reappointment	Solution Sales Div., Director of West Japan Sales 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 ACT-Horizon Business Promotion Div., Innovation Management Headquarters
Executive Director	Tamami Nagasaki	Reappointment	Deputy General Manager of AppliedAI Promotion Div., Innovation Management Headquarters
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 Outsourcing KUMAMOTO Inc., and 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 HR Services Div., and Director of Payment Technology Div., BPO Consulting Service
Executive Director	Akira Iizuka	Reappointment	Deputy Director of HR Services Div., BPO Consulting Service
Executive Director	Shuichi Ohara	Reappointment	Deputy General Manager of West Japan Region Div., Branch Manager of Osaka and Fukuoka Branches
Executive Director	Shinji Kawakami	Reappointment	General Manager of Social Infrastructure Solution Service Div., Industrial Solution Service
Executive Director	Yutaka Yagyū	Reappointment	Deputy General Manager of Product Solution Service, and General Manager of Account Solution Div.
Executive Director	Kazuyoshi Saida	Reappointment	General Manager of System Service Div., Industrial Solution Service
Executive Director	Mamiko Kikuchi	New Appointment	Director of IT Solution Service Dept., Account Solution Div., Product Solution Service, and Deputy Director of East Japan Human Resources Strategy Dept.
Executive Director	Tadashi Katakura	New Appointment	Deputy General Manager of Planning & Administration Div., and Deputy Director of Corporate Planning Dept.