



February 21, 2024

Seibu Giken Co., Ltd.
Fumio Kuma, Representative Director
(Ticker code: 6223, TSE Standard)
Inquiries: Miwa Hirakawa,
Director of Business Administration Division
(Phone: +81-92-942-3511)

Notice Concerning Personnel Changes and Delegated Executive Officer System

Seibu Giken Co., Ltd. (“Sebu Giken”) hereby announces that its Board of Directors has resolved at a meeting held today to appoint the Director who is Audit Committee Member as described below. In addition, as described below, we have resolved on the appointment of officers and the introduction of a delegated executive officer system.

Personnel for directors will be officially decided upon after the approval of the 59th Ordinary General Meeting of Shareholders to be held on March 28, 2024.

1. Personnel Changes

(1) Reasons for Appointment

Hiroshi Okano, Director and Full-time Audit Committee Member, will resign at the conclusion of the 59th Ordinary General Meeting of Shareholders to be held on March 28, 2024 due to personal reasons. Therefore, a new Director and Full-time Audit Committee Member will be appointed.

(2) Candidate for New Director

Name	New Title
Takashi TANABE	Director and Full-time Audit Committee Member

(3) Resigning Director

Name	Current Title
Hiroshi OKANO	Director and Full-time Audit Committee Member

2. Introduction of the Delegated Executive Officer System

(1) Purpose of Introduction

Seibu Giken has introduced an executive officer system for executive officers. However, Seibu Giken will further strengthen our governance system by introducing a delegated executive officer system with the aim of clearly separating management-related decision-making and supervision from business execution, accelerating decision-making and clarifying responsibility for results.

(2) Summary

- Directors can concurrently serve as executive officers on a delegated basis.
- New title of Senior Executive Officer is created and will be delegated to the Company.
- The term of office of an executive officer shall be 1 year.

(3) Personnel Transfers Accompanying the Introduction

Name	After transfer	Before transfer
Fumio KUMA	Representative Director, Executive President	Representative Director and President
Makoto SHIMOZONO	Director, Managing Executive Officer, Business Management	Managing Director and General Manager, Product Sales Division
Miwa HIRAKAWA	Director, Senior Executive Officer, Corporate Management Operations	Director and General Manager, Business Administration Division and Corporate Strategy Section

Reference

Planned executive structure after the 59th Ordinary General Meeting of Shareholders

Directors (excluding Audit Committee Members)

Name	Title
Fumio KUMA	Representative Director, Executive President
Makoto SHIMOZONO	Director, Managing Executive Officer, Business Management
Miwa HIRAKAWA	Director, Senior Executive Officer, Corporate Management Operations

Directors (Audit Committee Members)

Name	Title
Takashi TANABE	Director and Full-time Audit Committee Member
Kenji UCHIDA	Independent Director (Audit Committee Member)
Nobutoshi ICHIMARU	Independent Director (Audit Committee Member)

Executive Officers (excluding Directors; Delegated type)

Name	Title
Keisuke KIDA	Senior Executive Officer, Chief Strategy Officer, Solution Division

Executive Officers (excluding Directors; Employment type)

Name	Title
Mototsugu NAGAMATSU	Executive Officer, Product Management Division
Takashi FUJIKAWA	Executive Officer, Manufacturing Division
Kei SUMITA	Executive Officer, After Sales Service Division

Note:

This document is a translation of the original Japanese version and provided for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.