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February 13, 2025

Company name: Kamigumi Co., Ltd.
Representative: Yoshihiro Fukai, President & Representative Director
Stock code: 9364; TSE Prime Market
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**Kamigumi announces organizational changes and
changes in representative director, officers, and other posts**

Following a review by the Nomination and Remuneration Committee, the Board of Directors of Kamigumi Co., Ltd. (“Kamigumi” hereinafter) resolved the following organizational changes and changes in representative director, officers, and other posts at its meeting held February 13, 2025.

Regarding changes scheduled to enter into effect after the Ordinary General Meeting of Shareholders, plans call for formal decisions to be made at the Ordinary General Meeting of Shareholders to be held in late June 2025 and a subsequent Board of Directors meeting.

1. Organizational changes (effective April 1, 2025)

(1) Purpose

The organizational positioning of the department dedicated to digital transformation (DX) will be revised to further improve the driving force to implement the key strategy “Strengthening Business through DX” as set out in the Medium-Term Management Plan.

Additionally, with a view to streamlining and improving the efficiency of operations, revenue-generating non-logistics businesses, including the solar power and real estate businesses, will be transferred and integrated into closely related existing departments, branches, and subsidiaries.

(2) Specifics of organizational changes, organizational structure, etc.

The Digital-Transformation Promotion Section will be made independent of the Information Systems Department and allotted the same positioning as other organizations within the Corporate Management Headquarters.

The Affiliated Business Headquarters and the Sunny-Place Real Estate Department will be discontinued.

Among the businesses pursued by the Sunny-Place Real Estate Department, the functions of the construction and solar power businesses will be transferred to the Heavy Cargo & Energy Transportation Division, while the functions of the real estate business will be transferred to Kamix Corp., Kamigumi’s consolidated subsidiary.

2. Changes in representative director, officers, and other posts (effective April 1, 2025)

(1) Change of position in representative director

Name	After	Before
Norihito Tahara	Representative Director Executive Vice President Responsible for Corporate Management	Representative Director Senior Managing Executive Officer Responsible for Corporate Management

(2) Change of position in directors

Name	After	Before
Koichi Hiramatsu	Director & Senior Managing Executive Officer Responsible for Sales (Metal & Energy Related Business)	Director & Managing Executive Officer Responsible for Sales (Metal & Energy Related Business)
Yukihiro Nagata	Director & Senior Managing Executive Officer Responsible for Sales (West Japan)	Director & Managing Executive Officer Responsible for Sales (West Japan)
Kazuhisa Shiino	Director & Senior Managing Executive Officer Responsible for Sales (East & Central Japan)	Director & Managing Executive Officer Responsible for Sales (East & Central Japan)

(3) Changes in executive officers

Name	After	Before
Mitsuhiko Hase	Executive Officer President of Port & Terminal Business Area President of Harbor Transport Business Area (West Japan)	Senior Corporate Officer Vice President of Port & Terminal Business Area Vice President of Harbor Transport Business Area (West Japan)
Yoshiyuki Hamada	Executive Officer President of Harbor Transport Business Area (Central Japan) Manager of Nagoya Branch	Senior Corporate Officer Vice President of Harbor Transport Business Area (Central Japan) Manager of Nagoya Branch
Takaki Sora	Executive Officer General Manager of Corporate Management Hq. Digital-Transformation Promotion Sect.	Senior Corporate Officer General Manager of Corporate Management Hq.
Masatoki Shimonishi	Senior Corporate Officer Manager of Tokyo Branch	Corporate Officer Manager of Tokyo Branch
Ikuo Maruyama	Corporate Officer Manager of Information Systems Dept	Corporate Officer Manager of Information Systems Dept Digital-Transformation Promotion Sect

(4) Changes in section heads

Name	After	Before
Hidetoshi Kaneko	President of Kamigumi Air Service Co.,Ltd.	Kamigumi Air Service Co.,Ltd. Manager of Tokyo Branch

3. Changes scheduled to enter into effect after the Ordinary General Meeting of Shareholders (to be held in late June 2025)

(1) Changes in directors

Name	After	Before
Kazuyo Yunoki (New)	External Director	—
Nobuko Ishibashi	—	External Director

Brief career history of the newly appointed Director

Name	Kazuyo Yunoki	
Date of Birth	July 11, 1960	
Career Summary	March 1983	Joined The Daimaru, Inc.
	May 2008	Corporate Officer & Store Manager of Sapporo
	May 2015	Representative director President of The Hakata Daimaru, Inc.
	May 2019	Managing Executive Officer of J. FRONT RETAILING Co., Ltd. Senior Executive General Manager of Affiliated Business Unit
	March 2021	President of GINZA SIX Retail Management Co., Ltd. Corporate Officer of Daimaru Matsuzakaya Department Stores Co.Ltd.
	December 2021	External Director of Shinnihonseiyaku Co., Ltd.
	May 2022	External Director of AEON Hokkaido Corporation Co.,Ltd. (incumbent)
	May 2023	External Director of AEON Kyusyu Corporation Co.,Ltd. (incumbent)

Board of Directors and business execution structure effective April 1, 2025**1. Board of Directors****(1) Effective April 1, 2025**

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	President & Representative Director	President & Chief Executive Officer Chairman of the Board
Norihito Tahara	Representative Director	Executive Vice President
Koichi Hiramatsu	Director	Senior Managing Executive Officer
Yukihiro Nagata	Director	Senior Managing Executive Officer
Kazuhisa Shiino	Director	Senior Managing Executive Officer
Nobuko Ishibashi	External Director	—
Osamu Hosaka	External Director	—
Harumi Matsumura	External Director	—
Toshihiro Horiuchi	Audit & Supervisory Board Member (Full-Time)	—
Ai Kuroda	External Audit & Supervisory Board Member	—
Tomokazu Hideshima	External Audit & Supervisory Board Member	—
Shoko Sasaki	External Audit & Supervisory Board Member	—

(2) Scheduled to enter into effect in late June 2025

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	President & Representative Director	President & Chief Executive Officer Chairman of the Board
Norihito Tahara	Representative Director	Executive Vice President
Koichi Hiramatsu	Director	Senior Managing Executive Officer
Yukihiro Nagata	Director	Senior Managing Executive Officer
Kazuhiisa Shiino	Director	Senior Managing Executive Officer
Osamu Hosaka	External Director	—
Harumi Matsumura	External Director	—
Kazuyo Yunoki	External Director	—
Toshihiro Horiuchi	Audit & Supervisory Board Member (Full-Time)	—
Ai Kuroda	External Audit & Supervisory Board Member	—
Tomokazu Hideshima	External Audit & Supervisory Board Member	—
Shoko Sasaki	External Audit & Supervisory Board Member	—

2. Executive officers (effective April 1, 2025)

Name	Title	Duties and concurrent posts
*Yoshihiro Fukai	President	Chief Executive Officer
*Norihito Tahara	Executive Vice President	Responsible for Corporate Management

Name	Title	Duties and concurrent posts
*Koichi Hiramatsu	Senior Managing Executive Officer	Responsible for Sales (Metal & Energy Related Business)
*Yukihiro Nagata	Senior Managing Executive Officer	Responsible for Sales (West Japan)
*Kazuhisa Shiino	Senior Managing Executive Officer	Responsible for Sales (East & Central Japan)
Satoru Kunieda	Executive Officer	President of Sustainable & Corporate Planning Area Manager of Corporate Sustainability Sect.
Kazuya Maeda	Executive Officer	President of Global Business Area / International Logistics Business Area Manager of International Logistics Div.
Kohei Mori	Executive Officer	President of Harbor Transport Business Area (East Japan)
Hiroyoshi Matsuzaki	Executive Officer	President of Metal & Energy Related Business Area
Mitsuhiko Hase	Executive Officer	President of Port & Terminal Business Area President of Harbor Transport Business Area (West Japan)
Yoshiyuki Hamada	Executive Officer	President of Harbor Transport Business Area (Central Japan) Manager of Nagoya Branch
Takaki Sora	Executive Officer	General Manager of Corporate Management Hq. Digital-Transformation Promotion Sect.
Yasuhiro Kishino	Senior Corporate Officer	General Manager of Financial Hq. Manager of Financial Management Dept. / IR, SR Sect..
Atsushi Sasaki	Senior Corporate Officer	Vice President of Harbor Transport Business Area (Kyushu) Manager of Fukuoka Branch
Masatoki Shimonishi	Senior Corporate Officer	Manager of Tokyo Branch
Kazuhiro Yasuda	Corporate Officer	Manager of Kobe Branch
Kazuhiko Matsuo	Corporate Officer	Manager of Oita Branch
Seiji Ozoe	Corporate Officer	General Manager of Global Business Hq.

Name	Title	Duties and concurrent posts
Hidemasa Maeda	Corporate Officer	Manager of Osaka Branch President of Izumi Sanagyo Co., Ltd.
Toshiyuki Ueda	Corporate Officer	Manager of Heavy Cargo & Energy Transport Div.
Yasunari Tanaka	Corporate Officer	Manager of Human Resources Dept.
Ikuo Maruyama	Corporate Officer	Manager of Information Systems Dept.
Kenji Miura	Corporate Officer	General Manager of Fruits & Vegetables Business Hq.
Toshihisa Maruoka	Corporate Officer	Manager of Internal Audit Dept.

Executive Officer with “*” concurrently serve as Director

(Annex 2)

Company organizational chart effective April 1, 2025

