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 (Securities code: 1429; Tokyo Stock Exchange, Prime Market)
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Notice Regarding Organizational Changes, Executive Officer and Personnel Changes at the Department Head Level and Above

We would like to announce that we have decided on organizational changes, executive officer and personnel changes at the department head level and above as follows today.

1. Organizational Changes (Effective January 1, 2024)

- Abolition of the area system and transition to the block system

We have been working to improve our expertise in a matrix organization by developing an area system based on regions and the Housing Business Department, Construction Business Department, and Waterproofing Business Department by item. However, in order to achieve our goals, we will transition to a block system to clarify responsibilities and authority and enable quick decision-making.

In the introduced block system, each head of block will have overall responsibility and authority in their region, including all construction and sales activities, local recruitment, and strengthening relationships with certified contractors.

In addition, in line with the above transition, we will reorganize the Housing Business Department, Construction Business Department, and Waterproofing Business Department, and establish the Hokkaido & Tohoku Block, Kanto Block, Hokuriku & Shinetsu Block, Chubu & Kansai Block, Chugoku & Shikoku Block, Kyushu Block, Housing Special Sales Department, Construction Business Department, and Waterproofing Business Department.

2. Changes in Executive Officers (Effective January 1, 2024)

Name	New Position	Current Position
Chiemi Kawakami	Same position as current	Responsible for Procurement Department
Isao Tonegawa	Same position as current	Responsible for Contractor Development Department, Machinery Maintenance Department, Construction Department
Hiroshi Egawa	Same position as current	Responsible for Technology Department
Toshikuni Yasukawa	Same position as current	Responsible for Waterproofing Business Department
Shoji Sato	Same position as current	Responsible for Finance and Accounting Department
Kazuki Minagawa	Same position as current	Responsible for Administration

3. Changes at the Department Head Level and Above (Effective January 1, 2024)

Name	New Position	Current Position
Shinichi Tamba	Head of Hokkaido & Tohoku Block	Division Director of Housing Business Department, Hokkaido & Tohoku Area
Yoshitaka Hamaguchi	Head of Kanto Block	General Manager of Housing Business Department, Kanto Area
Tsuyoshi Nakashima	Head of Hokuriku & Shinetsu Block	Division Director of Housing Business Department, Hokuriku & Shinetsu Area
Shinya Sasagawa	Head of Chubu & Kansai Block	General Manager of Construction Business Department, Kansai, Chugoku & Shikoku Area
Hiroyasu Miyazaki	Head of Chugoku & Shikoku Block	Manager of Housing Business Department, Kansai, Chugoku & Shikoku Area
Seigou Ezaki	Head of Kyushu Block	Area Manager of Housing Business Department, Kyushu Area
Nobuyoshi Sakamoto	Division Director of Construction Business Department	General Manager of Construction Business Department, Kanto Area
Yudai Tanabe	Division Director of Construction Business Department	General Manager of Construction Business Department, Kyushu Area
Yuya Saito	General Manager of Housing Special Sales Department	Area Manager of Housing Business Department, Kanto Area

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