

January 31, 2024

To whom it may concern:

Company: SCSK Corporation
Representative: Takaaki Touma
President and Representative Director
Code: 9719 (TSE Prime Section)
Contact: Corporate Communications Dept.
(Tel. +81-3-5166-1150)

Notice of Structural Reforms and Changes of Directors

SCSK Corporation announced the Structural Reforms and the Changes of Directors, which were resolved at the Board of Directors meeting held on January 31, 2024, as detailed

1. Outline of Structural Reforms

Fiscal year 2024 will be the second year of the Medium-Term Management Plan (FY2023–2025) launched in fiscal year 2023, so some organizational structures will be reorganized with the aim of promoting the Medium-Term Management Plan.

2. Details of Structural Reforms (Effective April 1, 2024)

(1) Reorganization within the Business Group

I .Industrial Business Group

- In the Medium-Term Management plan, the company will accelerate its business selection in order to further focus and shift to the Digital Supply Chain Business for the Manufacturing Industry, which is positioned as a growth market.
In addition, the following reorganization will be made in order to flexibly and flexibly set up the organization in charge of clients, without fixing the fields in which each business division is responsible by industry.
 - Transfer all customers and solutions in charge of the Distribution Systems Business Div. to each business division of the Industrial Systems Group.
 - The name of the business divisions shall be changed as follows.

ERP Business Div.	→ Industrial Solutions Business Div. I
Industrial Solutions Business Div.	→ Industrial Solutions Business Div. II
Manufacturing Systems Business Div.	→ Industrial Systems Business Div. I
Nishinohon Industrial Systems Business Div	→ Industrial Systems Business Div. II
Social Infrastructure Systems Business Div.	→ Industrial Systems Business Div. III
Media Business Div.	→ Industrial Systems Business Div. IV

II. Financial Business Group

- In order to improve productivity by integrating businesses for the life and non-life insurance companies, promoting businesses that capture both industries in an integrated manner, and improving the efficiency of maintenance operations, the Financial Systems Business Div. III and the Financial Systems Business Div. IV will be integrated into the Financial Systems Business Div. III.
- In order to further improve the profitability and productivity of the entire business group, the development and maintenance functions of each existing business group will be consolidated, and the Financial Systems Development Div. will be newly established.

III. Solution Business Group

- ProActive Business Solutions Div., which is responsible for the business of ProActive, our original ERP, shall be an independent organization that does not belong to any business group.
- In addition, atWill Business (Production Control Solutions Business for the Manufacturing Industry), which is currently belonged in the Industrial Solutions Business Div. of the Industrial Business Group, will be integrated into ProActive Business Solutions Div.

IV. Mobility Business Group

- Based on the track record of QINeS products, in order to strengthen business development for the provision of new services required for SDM/SDV age, SDM Business Development Center will be newly established, and QINeS development functions of each business of the Mobility Service Business Development Center, the Mobility Business Promotion Div., and the Mobility Systems Business Div. I will be transferred.

V. Global Digital Solution & Innovation Business Group

In order to promote the Global Strategy set forth in the Medium-Term Management Plan throughout the company, the Global Business Development Div. shall be an independent organization that does not belong to any business group and shall be in the Business Support Divisions.

(2) Reorganization of the Business Support and the Group Corporate Divisions

I. Group Corporate Divisions

- The operations of the Business Investment Promotion Div. are transferred to the Planning Div.
- Risk management-related operations of the Legal & Risk Management Div. shall be cut out and the Risk Management Div. shall be established.
- The General Affairs & Legal Div. shall be established by integrating the general affairs-related operations of the Human Resources & General Affairs Div. with the legal-related operations of the Legal & Risk Management Div.

- The personnel-related operations of the Human Resources & General Affairs Div., excluding general affairs-related operations, and the operations of the Human Resources Development Div. will be reorganized into the Human Resources Strategy Div., which is responsible for the execution of planning and strategies related to the upgrading of various human capital, and the Human Resources Div., which is responsible for other general human resources operations.
- The Finance, Accounting & IR Divi. is divided into the Accounting Div. and the Finance & IR Divi.
- The upgrading of in-house information systems will be positioned as part of Business Innovation, and the Corporate Information Systems Div. will be transferred to the Business Innovation Promotion Group.

II .Business Support Divisions

- The Technology Strategy Div. of the Core Business Innovation Group shall be an independent organization that does not belong to any of the upper organizations.

END