

January 31, 2025

To whom it may concern:

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Notice Concerning Structural Reforms

SCSK Corporation announced the Structural Reforms, which were resolved at the Board of Directors meeting held on January 31, 2025, as detailed

1. Overview of the Structural Reforms

- The current three-year Medium-Term Management Plan, concluding in the fiscal year ending March 31, 2026, has been progressing smoothly with initiatives focused on the reorganization of business areas and the redevelopment of business models. In the fiscal year ending March 31, 2026, we will further advance these initiatives to achieve the final objectives of the current Medium-Term Management Plan and also, we will implement organizational reforms to establish a framework that anticipates the development of the next Medium-Term Management Plan.
- Business Groups will be reorganized to facilitate responses to market trends increasingly characterized by the integration of products and services and to accelerate the development of offering-based businesses.
- Functions will be consolidated to strengthen and enhance SCSK's ability to provide IT infrastructure services (reorganization through consolidation and integration of Net One Systems Co., Ltd.).

2. Details of the Structural Reforms (Effective April 1, 2025)

(1) Reorganization within the Business Group

i. Split of Industrial Business Group

- Industrial Business Group is divided into Digital Supply Chain Business and business for existing large-scale transaction customers.
- Digital Engineering Solutions Div. in Products & Services Business Group is transferred to Manufacturing Business Group.
- SC Systems Business Div. in Solution Business Group is transferred to Industrial Business Group.
- Industrial & Manufacturing Business Promotion Div. and Industrial & Manufacturing Business Sales Div. are established and jointly managed in both business groups.
- The name of the business divisions shall be changed as follows. (Not listed for divisions without name change)

		Manufacturing Business Group
Industrial Solutions Business Div. I	→	Solutions Business Div. I
Industrial Solutions Business Div. II	→	Solutions Business Div. II
Industrial Systems Business Div. I	→	Manufacturing Systems Business Div. I
Industrial Systems Business Div. II	→	Manufacturing Systems Business Div. II
		Industrial Business Group
Industrial Systems Business Div. III	→	Industrial Systems Business Div. I
Industrial Systems Business Div. IV	→	Industrial Systems Business Div. II

ii. Integration of Solution Business Group and Products & Services Business Group

- IT Infrastructure Services Business Group is established by integrating with Solution Business Group except SC Systems Business Div. and Products & Services Business Group except Digital Engineering Solutions Div.
- Network Business Div. and Security Business Div. are established by dividing Network Security Div. in Products & Services Business Group.
- Solution Business Promotion Div. and Products & Services Business Promotion Div. are integrated and named as IT Infrastructure Services Business Promotion Div.

iii. Newly Establishment of Company-direct Organization

- In order to accelerate the development of offering-type businesses in the area of contact with clients, CX Business Div. is newly established as company-direct organization with current CX Business Div. in Business Design Group as the main body.

iv. Establishment of Asia Region Promotion Office

- In order to expand business in the Asian region, Asia Region Promotion Office is established as an organization to promote business in Asia.

V. Other

- ProActive Business Solutions Div. renamed PROACTIVE Business Solutions Div.