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February 9, 2024

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 9, 2024.

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 2024 and a subsequent Board of Directors meeting.

**1. Organizational changes (effective April 1, 2024)**

(1) Purpose

In April of last year, sections sharing strong commonalities under the Corporate Management Headquarters were consolidated to form the Administrative Headquarters (General Affairs Department, Secretariat Department, Corporate Communication Department, Risk Management Department), Human Resources Department, and Information Systems Department. This reorganization was intended to accelerate decision-making and clarify business execution responsibilities. In light of certain functional enhancements resulting from this reorganization, in April of this year these sections will be reintegrated into the Corporate Management Headquarters, thereby strengthening Kamigumi’s overall capacity to resolve issues through closer cross-functional cooperation and the exchange of human resources.

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

The Administrative Headquarters will be renamed the Corporate Management Headquarters. The Human Resources Department and Information Systems Department will be newly incorporated into the Corporate Management Headquarters.

**2. Changes in representative director, officers, and other posts (effective April 1, 2024)**

(1) Change in representative director

Name	After	Before
Norihito Tahara	Representative Director Senior Managing Executive Officer Responsible for Corporate Management	Representative Director Senior Managing Executive Officer Responsible for Sales (East & Central Japan)

Name	After	Before
Toshihiro Horiuchi	Director Assistant to President	Representative Director Managing Executive Officer Responsible for Corporate Management
Katsumi Murakami	Director Assistant to President	Representative Director Managing Executive Officer Responsible for Sales (West Japan)

Reason for change: Change in responsibilities accompanying changes in management structure

(2) Changes in executive officers

Name	After	Before
Yukihiro Nagata	Managing Executive Officer Responsible for Sales (West Japan)	Managing Executive Officer President of Global Business Area / Port & Terminal Business Area President of Kamix Corp.
Kazuhisa Shiino	Managing Executive Officer Responsible for Sales (East & Central Japan)	Managing Executive Officer President of International Logistics Business Area / Harbor Transport Business Area (East & Central Japan)
Kazuya Maeda	Executive Officer President of Global Business Area / International Logistics Business Area Manager of International Logistics Div.	Senior Corporate Officer Vice 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)	Senior Corporate Officer Vice President of Harbor Transport Business Area (East Japan) Manager of Tokyo Branch
Hiroyoshi Matsuzaki	Executive Officer President of Metal & Energy Related Business Area	Senior Corporate Officer Vice President of Metal & Energy Related Business Area
Mitsuhiko Hase	Senior Corporate Officer Vice President of Port & Terminal Business Area Vice President of Harbor Transport Business Area (West Japan)	Senior Corporate Officer Vice President of Harbor Transport Business Area (West Japan)
Yoshiyuki Hamada	Senior Corporate Officer Vice President of Harbor Transport Business Area (Central Japan) Manager of Nagoya Branch	Corporate Officer Manager of Nagoya Branch

Name	After	Before
Atsushi Sasaki	Senior Corporate Officer Vice President of Harbor Transport Business Area (Kyushu) Manager of Fukuoka Branch	Corporate Officer Manager of Fukuoka Branch
Takaki Sora	Senior Corporate Officer General Manager of Corporate Management Hq.	Corporate Officer Sub Manager of Tokyo Branch
Masatoki Shimonishi	Corporate Officer Manager of Tokyo Branch	Corporate Officer Manager of Yokohama Branch
Toshihisa Maruoka (New)	Corporate Officer Manager of Internal Audit Dept.	Manager of Internal Audit Dept. / Risk Management Dept.

(3) Changes in section heads

Name	After	Before
Kazutaka Tomita	Manager of Yokohama Branch	Manager of Tamashima Branch
Kenji Kawai	Acting General Manager of Feed & Grain Business Hq. Manager of Shibushi Branch	Manager of Shibushi Branch
Itsuhiro Hirai	Manager of Hirohata Branch	Fukuyama Branch Materials Director
Satoru Morikawa	Manager of Risk Management Dept.	International Logistics Div. Hanshin Office Field Management Director
Kotaro Hasegawa	Manager of Tamashima Branch	Sub Manager of Kobe Branch
Manabu Hayashida	President of Kamix Corp. President of Iwagawa Jozo Co., Ltd.	Kamix Corp. Managing Director President of Iwagawa Jozo Co., Ltd.
Yoshihiko Takeuchi	Manager of Himeji Sub Branch	Sub Manager of Port & Harbor Transportation Div.
Atsushi Maruyama	International Logistics Div. Manager of Keihin Office	International Logistics Div. Keihin Office Second Sales Director

**3. Change in advisor (effective March 31, 2024)**

Name	After	Before
Masami Kubo	–	Honorary Advisor

**4. Changes scheduled to enter into effect after the Ordinary General Meeting of Shareholders (to be held in late June 2024)**

(1) Changes in directors

Name	After	Before
Yukihiro Ngata (New)	Director & Managing Executive Officer Responsible for Sales (West Japan)	Managing Executive Officer Responsible for Sales (West Japan)
Kazuhisa Shiino (New)	Director & Managing Executive Officer Responsible for Sales (East & Central Japan)	Managing Executive Officer Responsible for Sales (East & Central Japan)
Toshihiro Horiuchi	–	Director Assistant to President
Katsumi Murakami	– *	Director Assistant to President

\* Plans call for contracting with Katsumi Murakami to serve as advisor after resignation from the Board.

(2) Changes in Audit and Supervisory Board members

Name	After	Before
Toshihiro Horiuchi (New)	Audit & Supervisory Board Member (Full-Time)	Director Assistant to President
Shoko Sasaki (New)	External Audit & Supervisory Board Member	–
Kuniharu Saeki	– *	Audit & Supervisory Board Member
Takumi Nakao	–	External Audit & Supervisory Board Member

\* Kuniharu Saeki will resign voluntarily upon the end of this year's Ordinary General Meeting of Shareholders.

Brief career history of the newly appointed Audit and Supervisory Board member

Name	Shoko Sasaki	
Date of Birth	October 29, 1961	
Career Summary	<p>April 1985</p> <p>April 2015</p> <p>January 2019</p> <p>April 2019</p> <p>August 2022</p> <p>March 2023</p> <p>May 2023</p> <p>September 2023</p> <p>December 2023</p>	<p>Joined Ministry of Justice</p> <p>Assistant Vice-Minister of Justice</p> <p>Director-General of the Immigration Bureau of Ministry of Justice</p> <p>Commissioner of the Immigration Services Agency of Ministry of Justice</p> <p>Resigned from Ministry of Justice</p> <p>Director of Foundation for the Welfare and Education of the Asian People (incumbent)</p> <p>Executive Director of Japan Immigration Association (incumbent)</p> <p>Director of THE JAPAN-KOREA CULTURAL FOUNDATION (incumbent)</p> <p>External Audit &amp; Supervisory Board Member of Open House Group Co., Ltd. (incumbent)</p>

**Board of Directors and business execution structure effective April 1, 2024**

**1. Board of Directors**

(1) Effective April 1, 2024

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	President & Representative Director	President & Chief Executive Officer Chairman of the Board
Norihito Tahara	Representative Director	Senior Managing Executive Officer
Koichi Hiramatsu	Director	Managing Executive Officer
Toshihiro Horiuchi	Director	Assistant to President
Katsumi Murakami	Director	Assistant to President
Nobuko Ishibashi	External Director	—
Osamu Hosaka	External Director	—
Harumi Matsumura	External Director	—
Kuniharu Saeki	Audit & Supervisory Board Member (Full-Time)	—
Takumi Nakao	External Audit & Supervisory Board Member	—
Ai Kuroda	External Audit & Supervisory Board Member	—
Tomokazu Hideshima	External Audit & Supervisory Board Member	—

(2) Scheduled to enter into effect in late June 2024

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	President & Representative Director	President & Chief Executive Officer Chairman of the Board
Norihito Tahara	Representative Director	Senior Managing Executive Officer
Koichi Hiramatsu	Director	Managing Executive Officer
Yukihiro Nagata	Director	Managing Executive Officer
Kazuhisa Shiino	Director	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. Executive officers (effective April 1, 2024)

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

Name	Title	Duties and concurrent posts
*Koichi Hiramatsu	Managing Executive Officer	Responsible for Sales (Metal & Energy Related Business)
Yukihiro Nagata	Managing Executive Officer	Responsible for Sales (West Japan)
Kazuhisa Shiino	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
Kishino Yasuhiro	Senior Corporate Officer	General Manager of Financial Hq. Manager of Financial Management Dept. / IR, SR Sect.
Mitsuhiko Hase	Senior Corporate Officer	Vice President of Port & Terminal Business Area Vice President of Harbor Transport Business Area (West Japan)
Yoshiyuki Hamada	Senior Corporate Officer	Vice President of Harbor Transport Business Area (Central Japan) Manager of Nagoya Branch
Atsushi Sasaki	Senior Corporate Officer	Vice President of Harbor Transport Business Area (Kyushu) Manager of Fukuoka Branch
Takaki Sora	Senior Corporate Officer	General Manager of Corporate Management Hq.
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.
Masatoki Shimonishi	Corporate Officer	Manager of Tokyo Branch

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. Digital-Transformation Promotion Sect.
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, 2024**

