



March 14, 2025

To whom it may concern,

Company name: GDEP ADVANCE, Inc.
Representative: Tadamichi Iino
Representative Director and President
Stock Exchange Listing: Tokyo Standard Market
Securities code: 5885
Contact: Tatsuo Ohashi
Director and General Manager of Corporate
Management
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**Notice of Organizational Changes, Introduction of CxO System,
Introduction of New Executive Officer System and New Executive Structure**

We hereby announce that our Board of Directors has resolved at a meeting on March 14, 2025 to make organizational changes, introduce a CxO system, a new executive officer system, and a new executive structure as follows.

I Purpose

In order to increase our corporate value, we will make organizational changes and introduce a CxO system and a new executive officer system with the aim of further speeding up organizational decision-making and initiatives, improving operational efficiency, strengthening corporate governance, and responding flexibly to changes in the business environment.

II Overview of the System

1 Overview of Organizational Changes

- (1) A new Headquarters System will be introduced, establishing a Solutions Headquarters and a Business Administration Headquarters.
- (2) Business Promotion Office and Solution Sales Department will be established in Solution Headquarters respectively.
- (3) Finance Department, Human Resources Planning Department, and System Department will be established in the Business Administration Headquarters respectively.

For details, please refer to “Appendix: Corporate Organization Chart after April 1, 2025”.

2 Overview of the CxO system

- (1) A new CxO system will be introduced. Duties and roles will be as shown in the table below.
- (2) Election and dismissal of the CxO shall be by resolution of the Board of Directors.
- (3) Directors and Executive Officers may concurrently serve as CxOs.
- (4) The term of office of the CxO shall expire at the close of the Ordinary General Meeting of Shareholders relating to the last fiscal year ending within one year after their election.

| Function | Roles |
|-------------------------------|--|
| CEO (Chief Executive Officer) | The CEO is assumes the highest managerial responsibility, sets the company's vision and mission, and formulates, develops and implements management policies and strategies. |
| CFO (Chief Financial Officer) | The CFO is responsible for the supervision and chief responsibility for the financial affairs of the company, developing and managing financial strategies, raising funds and improving profitability. |

3 Overview of the Executive Officer System

- (1) In addition to the existing employment-type executive officers, delegated executive officers will be introduced, and the two will be used together.
- (2) The election and dismissal of Executive Officers shall be by resolution of the Board of Directors.
- (3) The term of office of Executive Officers shall expire at the close of the Ordinary General Meeting of Shareholders relating to the last fiscal year ending within one year after their election.
- (4) A delegated executive officer may serve concurrently as a director.

III New Executive System

| Name | Job title |
|-----------------|---|
| Tadamichi Iino | Representative Director, President and CEO, Executive Officer (Note 1) |
| Tatsuo Ohashi | Director CFO, Executive Officer (Note 1) General Manager, Business Administration Headquarters (Concurrent position) Department Manager, Finance Department, Business Administration Headquarters (Concurrent position) Department Manager, Human Resources Planning Department, Business Administration Headquarters (Concurrent position) Department Manager, System Department, Business Administration Headquarters |
| Hiroshi Ojima | Director, Executive Officer Director (Note 1) Associate Manager, Solution Sales Department, Solution Division |
| Katsumi Kimura | Executive Officer (Note 2) General Manager, Solution Headquarters (Concurrent position) Department Manager, Business Promotion Office, Solutions Headquarters |
| Masato Fujinami | Executive Officer (Note 2) Department Manager, Solution Sales Department, Solution Division |

(Note) 1. A delegated executive officer.

2. An Employment-type executive officers.

IV Time of introduction

Apr. 1, 2025

Corporate Organization Chart after April 1, 2025

