



June 23, 2025

NEWS RELEASE

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 Chairman and CEO
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 Prime market: TSE Prime Market
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Notice Regarding Organizational Changes and Personnel Transfers

We hereby announce that at the Board of Directors meeting held on June 23, 2025, the Company resolved to implement the following organizational changes and personnel transfers effective July 1, 2025.

1. Details of Organizational Changes

- (1) In order to further strengthen the promotion of DX and operational efficiency in Long-Term Care settings, such as the effective utilization of AI and IT equipment, the "Long-Term Care DX Promotion Section," which was previously under the "Education and Training Department," will be made independent and newly established as the "Long-Term Care DX Promotion Office."
- (2) In order to strengthen collaboration such as sharing information and know-how between the sales divisions of the Tokyo metropolitan area and Kinki metropolitan area, the "Tokyo metropolitan area Sales Division" and "Kinki metropolitan area Sales Division" will be integrated to establish the "Sales Division," under which the "Tokyo metropolitan area Sales Section" and "Kinki metropolitan area Sales Section" will be established.
 In addition, the former head of the Kinki metropolitan area Sales Division will be seconded to our subsidiary, Charm Senior Living Co., Ltd., which operates the tenant referral business, and will devote himself exclusively to the business of that company.
- (3) The "Public Relations and Brand Promotion Section," which was previously under the "Tokyo metropolitan area Long-Term Care Business Department," will be moved under the newly established "Sales Department" as described in (2) above, in order to strengthen collaboration with the sales division.

2. Changes in Executive Officers (Effective July 1, 2025)

New position title	Name	Former job title
Executive Officer, General Manager of Kinki Metropolitan Area Long-Term Care Business Department (newly appointed)	Toshifumi Morimoto	Kinki metropolitan area Long-Term Care Business General Manager
Executive Officer, General Manager of Education and Training Department (newly appointed)	Akiko Saito	General Manager of Education and Training Department

3. Personnel Changes (Effective July 1, 2025)

New job title	Name	Former job title
Charm Senior Living Co., Ltd. Representative Director and President (seconded)	Kenji Hino	Kinki Metropolitan Area Sales Department Manager
General Manager of Sales Division	So Kobayashi	General Manager of the Tokyo Metropolitan Area Sales Department
General Manager, Long-Term Care DX Promotion Office	Hiromitsu Ono	Deputy General Manager, Education and Training Department / Manager, Long-Term Care DX Promotion Section
General Manager of Business Planning Office and General Manager of DX Promotion Office	Takayuki Kakuwa	Deputy General Manager, Business Planning Office / Deputy General Manager, DX Promotion Office