

March 4, 2025

To whom it may concern

(This is an English translation of the Japanese original)

Company: SOHGO SECURITY SERVICES CO., LTD.

Representative: Ikuji Kayaki, Representative Director, Group COO

(Securities Code: 2331, TSE Prime Market)

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Notice Concerning Organizational and Personnel Changes

SOHGO SECURITY SERVICES CO., LTD. (ALSOK) announces the following organizational and personnel changes to be implemented effective April 1, 2025.

1. Organizational Changes

(1) Abolition of Regional Division and introduction of a Regional Supervision System

To make it even easier for customers to understand how our system operates, we will abolish the Regional Division and introduce a Regional Supervision System for Eastern Japan Area, Tokyo and Kanagawa Area, Central Japan Area, Kansai Area, and West Japan Area.

(2) Enhancement of the DX promotion system

Digital Transformation Strategy Department will be newly established with the objective of overseeing "digitization and data utilization" as a basic policy in our medium-term management plan, and for the further promotion of DX going forward.

(3) Enhancement of corporate sales

Corporate Sales Department (IV) and Corporate Sales Department (V) will be newly established with the objective of further facilitating the development and management of companies that operate multiple branches, which our business offices operate as transaction windows.

(4) Restructuring of branch offices

Branch offices will be consolidated in Osaka and Miyagi prefectures with the objective of integrating and strengthening administration and operations, and enhancing the mobility of human resources.

a) Consolidation of 6 branches in Osaka Prefecture

The Osaka Central Branch, Umeda Branch, Osaka East Branch, Namba Branch, Osaka South Branch, and Osaka North Branch will be consolidated into the Osaka Branch.

b) Consolidation of 2 branches in Miyagi Prefecture

The Miyagi Branch and the Transportation Security Services Branch Miyagi will be consolidated.

2. Personnel Changes

(1) Personnel Change of Director

New Position	Current Position	Name
Director Executive Vice President In Charge of Human Resources Affairs Corporate Ethics	Director Senior Executive Officer In Charge of Human Resources Affairs Corporate Ethics	Naoki Hyakutake
Director Senior Executive Officer CFO (Chief Financial Officer) In Charge of Internal Control Procurement	Director Senior Executive Officer In Charge of Financial & Accounting Internal Control Procurement	Kazuhide Shigemi
Director Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Kansai Area Sales) In Charge of Kansai Area EXPO 2025 Osaka, Kansai, Japan (General)	Director Senior Executive Officer Chief Officer of Regional Division (II) Chief Officer of Regional Division (X) Deputy Chief Officer of Business Promotion Affairs (West Japan Area Sales) In Charge of West Japan Area EXPO 2025 Osaka, Kansai, Japan (General)	Yutaka Komatsu

(2) Personnel Changes of Executive Officers

New Position	Current Position	Name
Senior Executive Officer Deputy Chief Officer of Business Promotion In charge of Corporate Customers (Corporate Sales Department (IV), Corporate Sales Department (V), Public Sales Department)	Senior Executive Officer Deputy Chief Officer of Business Promotion In charge of Corporate Customers	Seiji Ono
Senior Executive Officer Deputy Chief Officer of Business Promotion Affairs (Central Japan Area Sales) In Charge of Central Japan Area	Senior Executive Officer Chief Officer of Regional Division (III) Chief Officer of Regional Division (VII) Deputy Chief Officer of Business Promotion Affairs (Central Japan Area Sales) In Charge of Central Japan Area	Hiroyuki Ono

Senior Executive Officer In Charge of HOME ALSOK Business	Senior Executive Officer In Charge of Electronic Security HOME ALSOK Business	Yutaka Miyajima
Senior Executive Officer CIO (Chief Information Officer)	Executive Officer Second in charge of R&D Engineering Affairs	Wataru Saito
Senior Executive Officer General Manager of Corporate Sales Department (I) In charge of Corporate Customers (Corporate Sales Department (I), Corporate Sales Department (II), Corporate Sales Department (III))	Executive Officer General Manager of Corporate Sales Department (I) Second in Charge of Corporate Customer	Tomoyuki Arita
Executive Officer Second in charge of R&D Engineering Affairs	Executive Officer General Manager of R&D Engineering Department In Charge of R&D Engineering	Masafumi Sato
Executive Officer General Manager of Electronic Security Department In Charge of Electronic Security	Executive Officer General Manager of Electronic Security Department Second in Charge of Electronic Security	Manabu Morimoto
Executive Officer In Charge of Tokyo and Kanagawa Area	Executive Officer Chief Officer of Regional Division(I)	Kengo Takeda
Executive Officer General Manager of Osaka Branch	Executive Officer Chief Officer of Regional Division(IV) Chief Officer of Regional Division(V)	Tetsuya Tsuburaya

(3) Newly Posted Executive Officers

New Position	Current Position	Name
Executive Officer In Charge of West Japan Area	Chief Officer of Regional Division (VIII) Chief Officer of Regional Division (IX)	Naoki Fukuzumi

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