



March 3, 2026

To whom it may concern

(This is an English translation of the Japanese original)

Company: ALSOK CO., LTD.

Representative: Ikuji Kayaki, Representative Director, Group COO

(Securities Code: 2331, TSE Prime Market)

Contact: Mototsugu Koga, General Manager, IR Office

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Notice Concerning Organizational and Personnel Changes

ALSOK CO., LTD. announces the following organizational and personnel changes.

1. Organizational Changes (Effective April 1st, 2026)

(1) Strengthening Digital Touchpoints

To further enhance our digital touchpoints with customers, the Digital Marketing Office will be reorganized as the Digital Marketing Department, and we will strive to further improve our services.

(2) Integration of Information Dissemination

To promote integrated communication of information to all stakeholders, the PR Department will be renamed the Corporate Communications Department. The Sustainability Promotion Office within the General Affairs Department and the IR Office within the Corporate Planning Office will be consolidated into this new department.

2. Personnel Changes

(1) Personnel Changes of Director

Effective April 1st, 2026

New Position	Current Position	Name
Representative Director Group CEO	Representative Director Group CEO CTO (Chief Technology Officer)	Tsuyoshi Murai
Director Executive Vice President In Charge of General Affairs/Corporate Communication Compliance Risk Management Information Assets Management Affiliated Corporate International Affairs	Director Executive Vice President In Charge of General Affairs/PR Compliance Risk Management Information Assets Management Affiliated Corporate International Affairs	Motohisa Suzuki

Director Executive Vice President In Charge of Human Resources Affairs Corporate Ethics Long-Term Care Business	Director Executive Vice President General Manager of Education & Training Department In Charge of Human Resources Affairs Corporate Ethics	Naoki Hyakutake
Director Senior Executive Officer In Charge of Corporate Planning Financial Affairs Transportation Security	Director Senior Executive Officer In Charge of Corporate Planning Financial Affairs	Shinichiro Hayashi

(2) Personnel Changes of Executive Officer

Effective April 1st, 2026

New Position	Current Position	Name
Senior Executive Officer In Charge of Kansai Area	Senior Executive Officer In Charge of Corporate Customer (Corporate Sales Department (IV), Corporate Sales Department (V), Public Sales Department)	Seiji Ono
Executive Officer (President and Representative Director of ALSOK FUKUSHIMA CO.,LTD.)	Senior Executive Officer In Charge of Transportation Security	Ken Takahashi
Executive Officer In Charge of Stationed Security	Senior Executive Officer In Charge of Stationed Security EXPO 2025 Osaka, Kansai, Japan (General)	Hiroyoshi Yoshida
Executive Officer In Charge of HOME ALSOK	Senior Executive Officer In Charge of HOME ALSOK	Yutaka Miyajima
Executive Officer CTO (Chief Technology Officer)	Executive Officer Second in charge of R&D Administration	Masafumi Sato

Effective June 22, 2026

New Position	Current Position	Name
Executive Officer (President and Representative Director of ALSOK HOKKAIDO CO.,LTD.)	Executive Officer In Charge of Stationed Security	Hiroyoshi Yoshida
Executive Officer (President and Representative Director of ALSOK STATIONED SECURITY CO., LTD.)	Executive Officer In Charge of HOME ALSOK	Yutaka Miyajima

(3) Newly Posted Executive Officer

Effective April 1st, 2026

New Position	Current Position	Name
Executive Officer General Manager of Corporate Planning Department Second in charge of Corporate Planning	General Manager of Corporate Planning Department	Shigeki Onishi
Executive Officer General Manager of HOME ALSOK Business Department Second in charge of HOME ALSOK	General Manager of HOME ALSOK Business Department	Masaharu Watanabe
Executive Officer General Manager of Human Resources Department In Charge of Human Resources	General Manager of Human Resources Department	Maya Osaki
Executive Officer (President and Representative Director of JAPAN FACILIO CORPORATION)	Secondment to JAPAN FACILIO CORPORATION from the Human Resources Department (Vice President and Representative Director)	Hiroto Murahashi

(4) Retirement as Executive Officer

Effective March 31, 2026

New Position	Current Position	Name
Retirement	Senior Executive Officer In Charge of Long-term Care Business President and Representative Director of ALSOK CARE CO.,LTD.	Takashi Kumagai
Retirement	Senior Executive Officer In Charge of Kansai Area EXPO 2025 Osaka, Kansai, Japan (General) Kansai Area Sales	Yutaka Komatsu

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