

December 3, 2025

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 Representative: Hirohisa Iwamoto, President, CEO & COO  
 (Stock Code 4812, TSE Prime Market)  
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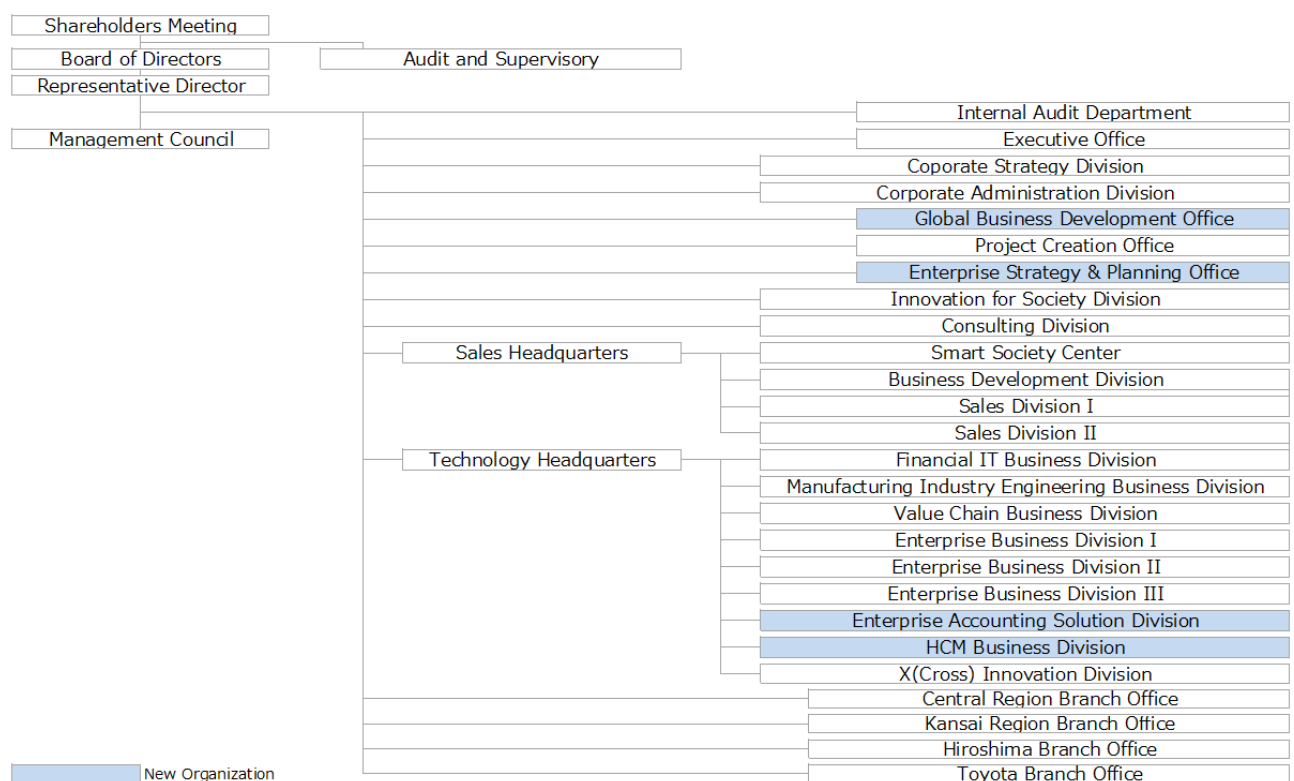
## Notice Regarding Organizational Restructuring and Personnel Changes

DENTSU SOKEN INC. (hereafter: the Company) hereby announces that it has resolved, at a meeting of the Board of Directors held today, to the organizational restructuring and personnel changes as of January 1, 2026, as well as the candidates for directors to be discussed at the 51th General Meeting of Shareholders scheduled to be held on March 23, 2026.

### 1. Organizational Restructuring (As of January 1, 2026)

- As the second step in the transformation that transcends the boundaries of the business domain, the Group Management Solution Business Operations and HCM Business Operations of the Business Solutions Segment will be reorganized into the Sales Headquarters and the Technology Headquarters.
- Integrate the Human Resources Strategy Division into the Corporate Strategy Division.

(Organizational Chart as of January 1, 2026)



(Note) For details on regarding organizational restructuring and changes in executive officers, fellows, management positions, please refer to the official Japanese version.

## 2. Changes in Directors (As of March 23, 2026)

### (1) Director candidates who are not Audit and Supervisory Committee members

- The Company will propose the following seven candidates for directors who are not Audit and Supervisory Committee members at the General Meeting of Shareholders.
- The changes to the directors will be officially decided at the General Meeting of Shareholders and the subsequent Board of Directors meeting.
- In addition, we plan to propose the appointment of another candidate for director (outside/independent) who is not an audit and supervisory committee member by the time of the General Meeting of Shareholders.

Name	New position and title	Current position and title
Hirohisa Iwamoto	President and Representative Director CEO & COO	Same as left
Shinichi Ogane	Director Senior Management Director Corporate Supervisor	Same as left
Makoto Senoo	Director (New election)	—
Mio Takaoka	Director (outside/independent)	Same as left
Tomoko Wada	Director (outside/independent)	Same as left
Reiko Yasue	Director (outside/independent)	Same as left
Chisato Matsumoto	Director	Same as left

### (2) Director candidates who are Audit and Supervisory Committee members

- As the following individual is scheduled to resign upon the conclusion of the General Meeting of Shareholders, one candidate for director serving as an audit committee member will be proposed for approval at the annual shareholders' meeting.

#### (i) Planned retirement: one director

Name	Current position and title
Atsuhiro Sekiguchi	Director (outside)

#### (ii) One candidate for director

Name	New position and title	Current position and title
Masato Ono	Director (outside) (New election)	—

(Note) The term of office shall be the remaining term of Atsuhiro Sekiguchi (until the conclusion of the General Meeting of Shareholders).

END