

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



December 19, 2025

To Whom It May Concern,

Company Name: FAN Communications, Inc.
Name of Representative: Koji Ninomiya,
Representative Director and President
(Code Number: 2461, TSE Prime Market)
Inquiries: Takashi Yoshinaga,
Director, Executive Vice President
and Executive Officer, Head of Corporate Department
(Telephone. +81-3-5766-3530)

Notice Regarding Organizational Changes, Changes in Executive Officers’
Areas of Responsibility, and Personnel Changes

We announce that at the Board of Directors meeting held on December 19, 2025, it was resolved that the following Organizational restructuring, change of management of executive officers, and personnel changes will be made, effective January 1, 2026

1. Organizational Changes

In order to promote our medium- to long-term growth strategy, we will move from a division-based organization to a function-specific organization, strengthen our expertise, and optimize our management resources.

The A8 Department will be abolished. Consequently, the Market Development Division, Sales Division, Media Division, 1st Product Development Division, and 2nd Product Development Division will be reorganized into the 1st Sales Department, 2nd Sales Department, and Development Department.

The Platform Division will be newly established within the 1st Sales Department, and the N-INE Division will be transferred to this department. Additionally, Sales Division 1 and Sales Division 2 will be newly established within the 2nd Sales Department, incorporating the sales functions transferred and reorganized from the former A8 Department and N-INE Division.

Development Division 1, Development Division 2, and Development Division 3 will be newly established within the Development Department, incorporating the development functions transferred and reorganized from the former A8 Department and N-INE Division.

The Media Development Division will be newly established, and certain functions of

the Product Management Division will be transferred to it.

Certain functions of the N-INE Division will be transferred to the Product Management Division.

2. Change of the management of executive officers

Name	New Administrative Department	Current Administrative Department
Koji Ninomiya	Internal Audit Office 2nd Sales Department Product Management Division Media Development Division	Internal Audit Office N-INE Division
Masato Kato	1st Sales Department	A8 Department
Yuji Yamamoto	Development Department	Product Management Division, A8 Department, Product Development Division 1, A8 Department Product Development Division 2, A8 Department

3. Personnel Change

Name	New Duties	Current Duties
Masato Kato	Executive Officer Head of General Manager, 1st Sales Department General Manager, Platform Division	Executive Officer Head of General Manager, A8 Department General Manager, Market Development Division, A8 Department
Yuji Yamamoto	Executive Officer Head of General Manager, Development Department General Manager, Development Division 3, Development Department	Executive Officer General Manager, Product Management Division, A8 Department
Tamotsu Kinoshita	Head of General Manager, 2nd Sales Department	General Manager, Media Division, A8 Department
Ryoki Kadoi	General Manager, N-INE Division, 1st Sales Department	General Manager, N-INE Division
Yutaro Nagai	General Manager, Sales Division 1, 2nd Sales Department	Manager, EC Consulting Section 1, Sales Division, A8 Department
Shotaro Okada	General Manager, Sales Division 2, 2nd Sales Department	Manager, Media Section 1, Media Division, A8 Department
Kentaro Tamura	General Manager, Product Management Division	Manager, AI Team, N-INE Division
Shingo Kato	General Manager, Media Development Division	General Manager, Sales Division, A8 Department
Kenzo Fujii	General Manager, Development Division 1, Development Department	General Manager, Product Development Division 1, A8 Department
Yasuhiro Samejima	General Manager, Development Division 2, Development Department	General Manager, Product Development Division 2, A8 Department

End