



June 24, 2026

Company Name:	Ubicom Holdings, Inc.
Representative:	Masayuki Aoki, CEO (Securities code: 3937; TSE Standard Market)
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**Notice Concerning Organizational and Personnel Changes at the Company
and Changes in Officers at Consolidated Subsidiaries**

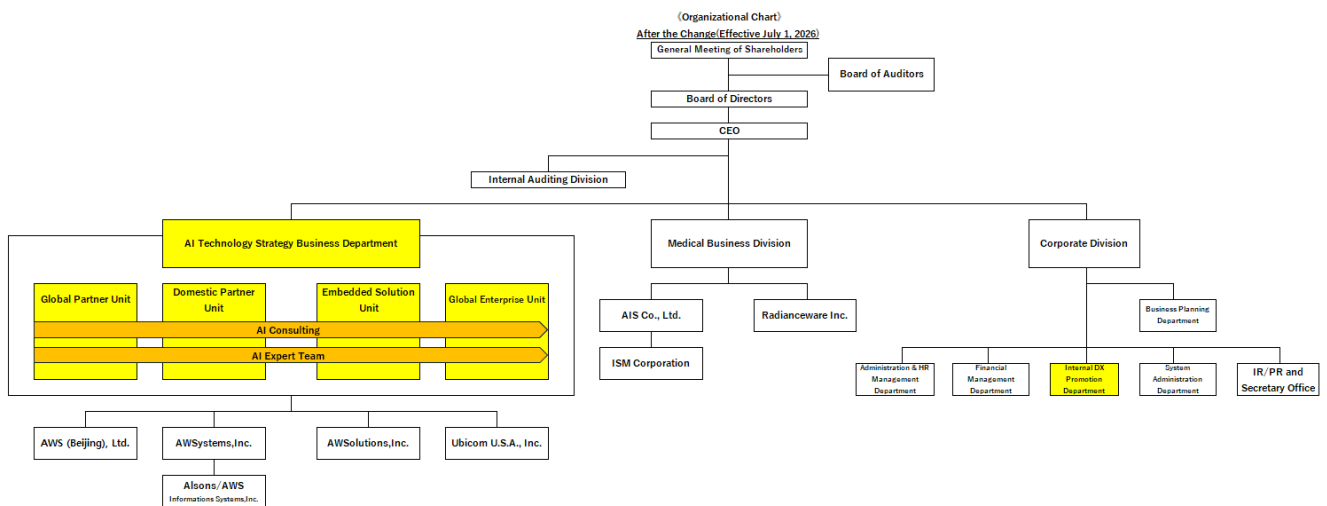
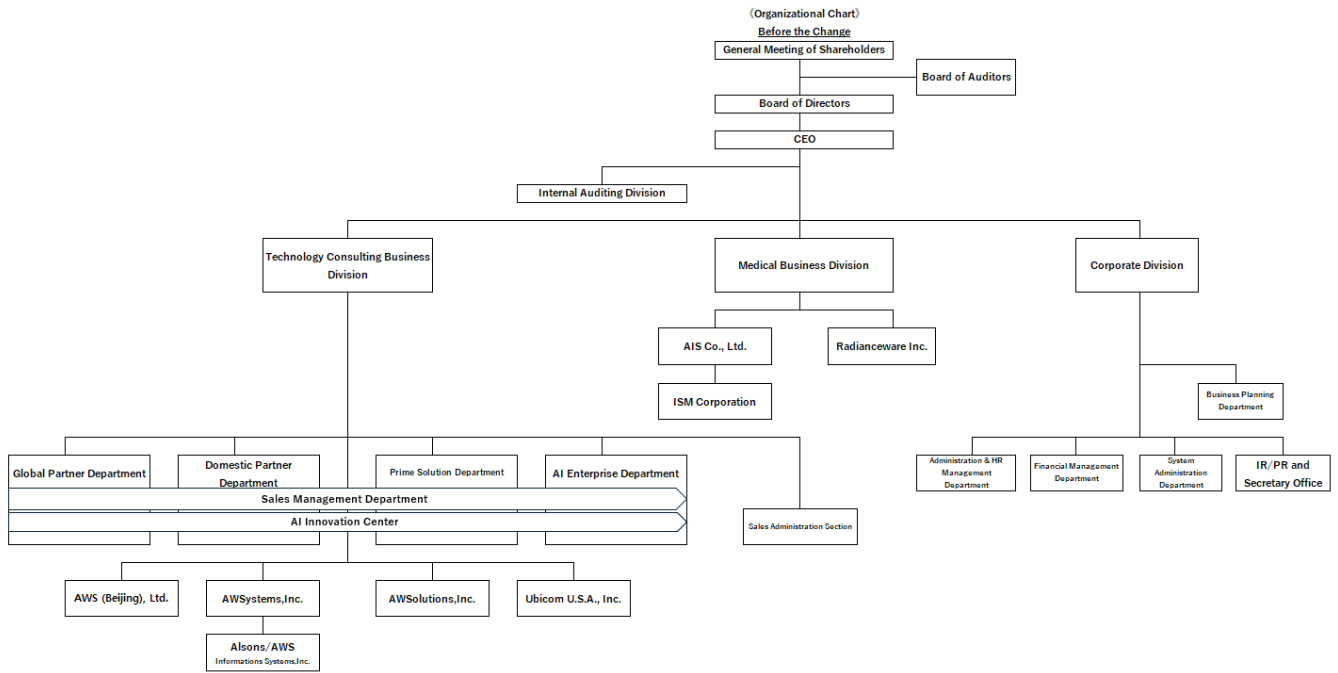
Ubicom Holdings, Inc. hereby announces that at the Board of Directors meeting held on June 24, 2026, the Company resolved to implement the following organizational and personnel changes, as well as changes in officers at its consolidated subsidiaries.

1. Ubicom Holdings, Inc.

(1) Organizational Changes (As of July 1, 2026)

To place AI at the core of its business strategy, the Company will promote AI-driven development by leveraging the global development framework and engineering capabilities that it has cultivated for over more than 30 years. At the same time, the Company will accelerate its transition to a high-value-added, high-productivity business model and further strengthen its business competitiveness. Accordingly, the Company will rename the “Technology Consulting Business Division” to “AI Technology Strategy Department” and reorganize its structure. Additionally, in order to clarify business accountability and expedite decision-making, the existing Business Division will be reorganized as a Business Department reporting directly to the CEO, and the organizations under the Department will be restructured into units. By flattening the organizational structure, the Company will facilitate information sharing and strengthen collaboration within the Department. The Company will also establish an “AI Expert Team,” responsible for advancing the use of AI and promoting AI education for engineers, and an “AI Consulting”, responsible for strengthening proposals to address customer challenges through the use of AI. These functions will provide cross-unit support, thereby promoting the use of AI and enhancing the value delivered to the customers.

Furthermore, the Company will establish a new “Internal DX Promotion Department” to accelerate operational transformation through the introduction of AI across the Group. The department will promote the standardization and streamlining of operations and strengthen cross-functional information sharing, with the aim of enhancing operational capabilities and improving productivity.



(2) Personnel Changes (As of July 1, 2026)

【Executive Officers】

Name	New Position	Previous Position
Kazuhide Miyoshi	Executive Officer AI Technology Strategy Business Department Business General Manager Embedded Solution Unit Senior Manager	Executive Officer Technology Consulting Business Division Deputy Executive General Manager
Tan Peter Uy	Executive Officer AI Technology Strategy Business Department Global Enterprise Unit Senior Manager	Executive Officer Technology Consulting Business Division AI Enterprise Department Business General Manager AI Innovation Center Executive PMO

(※) Mr. Naoki Takahashi, currently serving as an Executive Officer, will retire from his position upon the expiration of his term of office on June 30, 2026.

【Senior Manager】

Name	New Position	Previous Position
Tomotaka Fukami	Medical Business Division Senior Manager New Solutions	Medical Business Division Manager New Solutions
Yuei Sekiguchi	Corporate Division Internal DX Promotion Department Senior Manager Administration & HR Management Department Deputy General Manager	Corporate Division Administration & HR Management Department Global HR Chief Manager
Yasuhiro Ishihara	AI Technology Strategy Business Department Global Partner Unit Senior Manager	Technology Consulting Business Division Global Partner Department Business General Manager
Hidenori Waki	AI Technology Strategy Business Department Domestic Partner Unit Senior Manager	Technology Consulting Business Division Domestic Partner Department Business General Manager

2. Subsidiary AIS Co., Ltd. (As of June 24, 2026)

Changes in Officers

【Newly Appointed Officers】

Name	New Position	Previous Position	Notes (Position at Our Company)
Shimon Morishita	Audit & Supervisory Board Member	—	Outside Audit & Supervisory Board Member

(※) Mr. Yasutaka Oshita, currently serving as an Audit & Supervisory Board Member, will retire from his position upon the expiration of his term of office on June 24, 2026.

3. Subsidiary ISM Corporation (As of July 1, 2026)

Changes in Officers

【Newly Appointed Officers】

Name	New Position	Previous Position	Notes (Position at Our Company)
Akisato Kitaoka (※1)	Chairman and Director	—	Director Corporate Division Executive General Manager Business Planning Department Senior Manager Medical Business Division Executive General Manager
Shingo Chiba (※2)	Representative Director	Director	Executive Officer Medical Business Division New Alliance Strategy Business Planning Department Deputy Senior Manager

(※1) Mr. Akisato Kitaoka is scheduled to be appointed Chairman and Director at the Ordinary General Meeting of Shareholders of ISM Corporation to be held on July 1, 2026.

(※2) Mr. Shingo Chiba is scheduled to be appointed Representative Director at the Ordinary General Meeting of Shareholders of ISM Corporation to be held on July 1, 2026.

(※3) Mr. Toshihide Isami, currently serving as Representative Director, will retire from his position upon the expiration of his term of office on July 1, 2026.

4. Subsidiary AWS (Beijing), Ltd. (As of June 25, 2026)

Changes in Officers

【Newly Appointed Officers】

Name	New Position	Previous Position	Notes (Position at Our Company)
Kazuhide Miyoshi (※1)	Chairman and President	Director	As noted in 1. (2) above
Yuei Sekiguchi (※2)	Director	—	As noted in 1. (2) above

(※1) Mr. Kazuhide Miyoshi is scheduled to be appointed Chairman and President at the Ordinary General Meeting of Shareholders of AWS (Beijing), Ltd. to be held on June 25, 2026.

(※2) Mr. Yuei Sekiguchi is scheduled to be appointed Director at the Ordinary General Meeting of Shareholders of AWS (Beijing), Ltd. to be held on June 25, 2026.

(※3) Mr. Naoki Takahashi, currently serving as Chairman and President, will retire from his position upon the expiration of his term of office on June 25, 2026.

5. Subsidiaries Advanced World Systems, Inc. and Advanced World Solutions, Inc. (As of June 30, 2026)

Changes in Directors

With the aim of further expediting management decision-making by streamlining the management structures of both companies, Mr. Masayuki Aoki and Mr. Naoki Takahashi, both currently serving as Directors, will retire from their positions of both companies upon the expiration of their terms of office on June 30, 2026.

Note: 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.

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