



To Whom It May Concern

August 8, 2025

Company Name: R E N A I S S A N C E I N C O R P O R A T E D .

Representative: Misao Mochizuki, Representative Director and President

(TSE Code: 2378)

Yoshitsugu Anzawa,

C o n t a c t : Senior Managing Director, Chief Financial Officer,  
General Manager of Management Division

(Tel: 03-5600-7811)

### **Notice of Organizational Changes and Personnel Transfers**

RENAISSANCE INCORPORATED hereby announces the following organizational and personnel changes resolved at a Board of Directors meeting held on August 8, 2025.

#### **Notice**

- 1 . Organizational Change Effective September 1, 2025 Based on our corporate philosophy of "a company for creating purpose in life (ikigai in Japanese)," our group is engaged in business activities with a view to realizing our long-term vision of "A health solution company that enriches the age of the 100-year life span."

On April 1, 2025, our management structure was shifted to the next generation with the change of president, and we merged with Sports Oasis Corporation. to start a new growth path. At the same time, the business environment surrounding our company has become increasingly severe, with increases in various costs, including utilities and personnel expenses, and an intensifying competitive environment.

Under these circumstances, we have decided to shift our organization to a divisional structure in order to speed up decision-making and the implementation of various measures.

- Renaming, Abolition and Reorganization of Divisions
  - Sports Club Business Division will be renamed Sports Club Business Headquarter.
  - Marketing Promotion Division and Facilities Development Division will be abolished.
  - The following departments will be transferred to Sports Club Business Headquarter.  
Sports Club Business Planning Department, Product Development Department, Business Support Department, Communication Planning Department,  
Business Innovation Department, Business Development Department, Facilities Development Department, Overseas Business Development Department
  - IT Promotion Division will be transferred to Management Division.
  - Human Resources Department will be transferred to a department under the direct control of the President.

- New Departments
  - Sports Club Business Headquarter  
Sales Department. 4 and Sales Department. 5 will be newly established.
  - Healthcare Business Division  
Marketing Design Department will be newly established.

## 2. Personnel Changes Effective September 1, 2025

### ● Changes in Directors

Name	New Position (scheduled for September 1, 2025)	Current Position (as of August 8, 2025)
Tomonori Yoshida	Director, Senior Managing Executive Officer General Manager, Sports Club Business Headquarter	Director, Senior Managing Executive Officer General Manager, Healthcare Business Division

### ● Change in Executive Officer

Name	New Position (scheduled for September 1, 2025)	Current Position (as of August 8, 2025)
Akio Muto	Managing Executive Officer General Manager, Healthcare Business Division DX Promotion Project Member	Managing Executive Officer General Manager, Marketing Promotion Division DX Promotion Project Member
Koji Ochiai	Managing Executive Officer Sports Club Business Headquarter Deputy General Manager General Manager of Sales Department 4	Managing Executive Officer General Manager, Sports Club Business Division
Yukari Suzuki	Managing Executive Officer General Manager, Active Aging Department Director, Synapsology Research Institute	Managing Executive Officer Deputy General Manager, Healthcare Business Division General Manager, Active Aging Department Director, Synapsology Research Institute
Koue Shibuya	Executive Officer Sports Club Business Headquarter In charge of Healthcare Business General Manager of Sales Department 5	Executive Officer Deputy General Manager, Sports Club Business Division
Takeshi Omori	Executive Officer Sports Club Business Headquarter In charge of facility development, facility management, and overseas business Senior Advisor, RENAISSANCE VIETNAM INC.	Executive Officer General Manager, Facilities Development Division Senior Adviser, RENAISSANCE VIETNAM INC.
Akihiro Hirano	Executive Officer General Manager, Business Innovation Promotion Department General Manager, Marketing Design Department DX Promotion Project Leader	Executive Officer Deputy General Manager, Marketing Promotion Division General Manager, Business Innovation Promotion Department DX Promotion Project Leader
Masanori Tanaka	Executive Officer Management Division In charge of Integration Promotion (Management Division)	Executive Officer Management Division Assistant General Manager

Name	New Position (scheduled for September 1, 2025)	Current Position (as of August 8, 2025)
Takuro Tsujioka	Executive Officer General Manager of Business Support Department In charge of Integration Promotion (Operating Division)	Executive Officer Marketing Promotion Division Assistant General Manager Business Support Department
Tomohiro Yagi	Executive Officer General Manager, Sports Club Business Planning Department Sports Club Business Headquarter In charge of Product Development,	Executive Officer General Manager, Sports Club Business Planning Department

End