



April 14, 2025

To whom it may concern,

Listed company name:	Pasona Group Inc.
Listing stock exchange:	Tokyo Stock Exchange Prime Market
Securities code number:	2168
Representative:	Yasuyuki Nambu, Group CEO and President
For further information contact:	Yuko Nakase, Senior Managing Executive Officer and CFO
Tel:	+81 3 6734 0200

Notice of Changes of Representative Directors and Management Structure

Pasona Group Inc. (the “Company”) hereby announces that, at the Board of Directors meeting held today, it has resolved to change the Company’s representative directors and management structure as follows.

1. Change of Representative Directors

(1) Reason for Change

This year marks the 50th anniversary of the Company’s founding in 1976. This year, the Company is aiming to create a well-being industry, such as by exhibiting a pavilion at the 2025 Osaka-Kansai Expo. The Company is also working on developing a growth strategy with an eye on the next 50 years.

On the occasion of this milestone year, Mr. Yasuyuki Nambu, Group CEO and President, with the hope that the younger generation will build the new Pasona Group for the next 50 years, has offered to resign as Representative Director and Director of the Company, effective as of May 31, 2025 (the end of the fiscal year ending May 2025), and the Company has accepted the resignation.

From now on, the Company will move to a new management structure and, amid the significant changes in the environment surrounding the Company’s group, such as the arrival of the full-fledged AI era and the rapidly changing international situation, the Company will further speed up the Company’s management decisions and implementation, and under the new management structure, the Company will work to achieve sustainable growth and improve corporate value.

Please note that, regarding this matter, the candidates for representative director and director have been appointed by the Board of Directors after deliberation and reporting to the Board of Directors by the voluntary advisory Nomination and Compensation Committee.

(2) Details of Change

① As of May 31, 2025

Name	New position	Former position
Yasuyuki Nambu	—	Representative Director, Group CEO and President

Note: Mr. Nambu will also resign from his position as a director.

② As of June 1, 2025

Name	New position	Former position
Hiroataka Wakamoto	Representative Director, President	Director, Executive Officer & Vice President, Chief Operating Officer

③ As of August 22, 2025

Name	New position	Former position
Hiroataka Wakamoto	Representative Director, Chairperson	Representative Director, President
Shintaro Nakao	Representative Director, President Representative Director & President of Pasona Inc.	Managing Executive Officer Representative Director & President of Pasona Inc.

Note: The change will be formally decided following the resolution of the 18th ordinary general meeting of shareholders scheduled to be held on August 22, 2025 and the Board of Directors meeting to be held thereafter.

(3) Career Summary of New Representative Directors

Name: Hiroataka Wakamoto

Date of Birth: November 2, 1960

Career Summary:

Apr. 1984: Joined Saitama Bank, Limited (currently Resona Bank, Limited, Saitama Resona Bank, Limited)

Jun. 1989: Joined Temporary Center Inc. (currently Nambu Enterprise Inc.)

Sep. 2006: Managing Director, responsible for the Legal Department, Affiliated Company Department, and International Business Department, General Manager of the Corporate Planning Department, Pasona Inc.

Dec. 2007: Managing Director, responsible for the CMO Department and the International Business Department, General Manager of the Corporate Planning Division,

Pasona Group Inc.

Jul. 2012: Senior Managing Director, responsible for the Corporate Planning Division, Pasona Group Inc

Jun. 2019: President & CEO, Pasona Knowledge Partner Inc. (to present)

Aug. 2020: Director, Bewith, Inc. (to present)

Dec. 2021: Executive Officer & Vice President, Chief Operating Officer, General Manager of the Growth Strategy Headquarters & General Manager of the Corporate Planning Headquarters, Pasona Group Inc.

Feb. 2023: President & Representative Director, Pasona Force Inc.

Aug. 2024: Executive Officer & Vice President, Chief Operating Officer, General Manager of the Growth Strategy General Headquarters & General Manager of the Corporate Planning Headquarters, Pasona Group Inc. (to present)

Jan. 2025: Chairperson & Representative Director, Pasona Force Inc. (to present)

Number of the Company shares held: 44,900 shares (as of November 30, 2024)

Name: Shintaro Nakao

Date of Birth: September 11, 1974

Career Summary:

Apr. 1998: Joined Pasona Inc.

Aug. 2013: Executive Officer & Director, responsible for solution, Sales & Marketing Headquarters, General Manager, Dotank division, Pasona Inc.

Aug. 2015: Managing Executive Officer & Director, Pasona Inc.

Aug. 2016: Executive Officer & Director, Pasona Group Inc.

Sep. 2017: Managing Executive Officer, Pasona Group Inc. (to present)

Aug. 2018: President & Representative Director, Pasona Inc. (to present)

Aug. 2020: Director, circlace Inc. (to present)

Number of the Company shares held: 9,800 shares (as of November 30, 2024)

(4) Others

Even after the resignation of Mr. Yasuyuki Nambu, the number of directors required by law and the Articles of Incorporation of the Company will still be fulfilled.

2. Change in Management Structure (Management structure after the 18th ordinary general meeting of shareholders scheduled to be held on August 22, 2025 and the Board of Directors meeting to be held thereafter)

(1) Directors other than Audit and Supervisory Committee Members

Name	New position	Former Position
Hiroataka Wakamoto	Representative Director, Chairperson	Representative Director, President
Shintaro Nakao	Representative Director, President Representative Director & President of Pasona Inc.	Managing Executive Officer Representative Director & President of Pasona Inc.
Junko Fukasawa	Director, Executive Officer & Vice President	Same as on the left
Kinuko Yamamoto	Director, Executive Officer & Vice President	Same as on the left
Makiya Nambu	Director, Executive Officer & Vice President	Managing Executive Officer & Director

(2) Audit and Supervisory Committee Members

Name	New position	Former Position
Kazufumi Nomura	Director (Full-time Audit and Supervisory Committee Member)	Same as on the left
Haruo Funabashi	Outside Director (Audit and Supervisory Committee Member/Independent Director)	Same as on the left
Kazuo Furukawa	Outside Director (Audit and Supervisory Committee Member/Independent Director)	Same as on the left
Ryohei Miyata	Outside Director (Audit and Supervisory Committee Member/Independent Director)	Same as on the left
Yutaka Atomi	Outside Director (Audit and Supervisory Committee Member/Independent Director)	Same as on the left