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Organizational changes and revised assignment of key personnel

Effective February 1, 2008, Future Architect has made the following announcement to its organizational structure, and reassigned personnel to new job titles and responsibilities in accordance with the structural changes.

These organizational changes were adopted in response to the rapidly changing economic conditions both in Japan and overseas, as well as to position the company for earnings growth and an expansion in the scale of its operations. The entire organization has been reorganized and strengthened based on structural and strategic considerations, and from the standpoint of flexibility. The general aims of the changes are summarized below.

- (1) Each business unit has been centralized under an operating division structure, in order to promote a more responsive and flexible use of personnel, as well as to create optimal efficiency in overall operations.
- (2) Central control divisions reporting directly to the CEO and CTO were established in order to consolidate the company's technical resources and use them in a strategic manner, and divisional responsibilities were clarified in order to manage technical product quality effectively and promote the joint use of resources.
- (3) Unified functional units were created in order to improve sales capabilities and improve relationships with customers.
- (4) The business planning division was reorganized to ensure that the company and its corporate group will be able to expand in scale.

1. Organizational changes

The organizational structure and division names have been altered, as outlined below.

■ Industry Business Operations

- Industrial operations which formerly were handled by the distribution services business, manufacturing business and social infrastructure business were consolidated into one business division, while accounting and other professional solutions, new service markets, new industries and medium-sized business operations were also unified.
- In addition the company plans to develop a full-scale operations services business.

■ Financial Sector Business Operations

- In addition to assuming control of the retail banking solutions business formerly overseen by the Financial Division, this unit will also absorb all finance-related operations formerly overseen by other divisions, including securities, life and casualty insurance and non-bank finance, to unify all financial-related operations.
- Together, the division will work aggressively to cultivate new business in the financial sector and develop new markets.

■ Technology & Quality Control Division

- This division was established in order to strengthen monitoring functions and improve oversight of project proposals and progress, as well as to collate and manage all knowledge, technology and knowhow generated in the course of operations, promote the wider use of these intellectual resources, and enhance the quality of each project.
- All support functions for the core technology elements of the Future Architect group, such as Future Components, will be centralized within this division.

■ Human Capital Management Division

- All personnel-related operations will be centralized in this division, including personnel issues, hiring, training, assignment and partner management.

■ Finance & Administration Division

- All finance-related operations including accounting, finance, purchasing, project profitability management, stock-related and IR activities will be centralized under this division.

■ Corporate Strategy Division

- In order to lay the groundwork for future expansion of the company and its corporate group, the business planning division has been reorganized and placed in charge of business strategy, new market development, legal affairs, marketing, advertising, M&A activities, group coordination and international expansion.

■ Strategic R&D Division

- In order to promote and enhance practical and effective R&D activities, these operations have been reorganized and report directly to the CEO and CTO. Two new organizational units have been created:
 - Applied Strategic Technology Office
 - Fundamental Research & Academia Collaboration Office

2. Personnel reassignment

The following changes in personnel assignments have been implemented.

New Responsibilities	Former Responsibilities	Name
Managing Director Head of Finance & Administration Division	Managing Director Head of Finance & Accounting Division	Naoto Konishi
Managing Director in charge of Business Coordination and Head of Industry Business Operations	Director & Executive Officer Head of Distribution & Service Division Distribution & Service Division Mgr.	Hiroshi Sakurada
Director & Executive Officer Head of Human Capital Management Div.	Director & Executive Officer Head of Project Mgt. & Control Division	Osayuki Yamagata
Director & Executive Officer Head of Corporate Strategy Division	Director & Executive Officer & Manufacturing Industry Div	Global Services Shinji Yamamoto
Executive Officer Head of Financial Sector Business Operations	Executive Officer Head of Financial Services Division	Osamu Hara
Executive Officer Head of Technology & Quality Control Div.	Executive Officer Senior Director of Project Management & Control Division, Project Management Group	Hideo Kagawa
Executive Officer Assistant Manager of Human Capital Management Division	Executive Officer Head of Advanced Services Division	Shizuyo Takahashi
Executive Officer Head of Fundamental Research & Academia Collaboration Office	Executive Officer Head of Research & Development Div.	Yutaka Watanabe

Organizational Chart

