

March 7, 2025

**Asset Management One Co., Ltd.**

## **Asset Management One announces Organizational Change**

Asset Management One Co., Ltd. (Chiyoda-ku, Tokyo; President and CEO: Noriyuki Sugihara) will implement the following organizational change effective as of April 1, 2025.

### **1. Background of organizational change**

In 2024, a number of changes, which are widely recognized and highlighted the necessity and sophistication of asset management, occurred in the economic and social environments, such as the implementation of the new NISA, the formulation of Asset Owner Principles, and the Bank of Japan's policy rates increase.

In order to meet the expectations of our clients in these rapidly changing times, and to provide high-value-added asset management services in a sustainable manner, we will implement the following organizational changes as of April 1, 2025.

### **2. Changes in Divisions name and organizational structure**

(1) In line with our business strategy, we will change the names of our Divisions as follows:

- To fulfill the fiduciary duties of customers who are institutional investors together, the “Institutional Marketing Div.” will be changed to the “Institutional Fiduciary Management Div.”
- To provide the solutions that meet customer needs in asset management and asset formation, the “Investment Trust Marketing Div.” will be changed to the “Retail & Wealth Solutions Div.”
- To significantly boost productivity and advance operational sophistication through DX strategies and business process reforms, the “IT & Systems, Operations Div.” will be changed to the “DX & Process Innovation Div.”

(2) We will change the organizational structure from “Divisions and Groups” to “Divisions and Departments.”

### 3. Changes at each Division

#### (1) Investments Div.

- In order to clarify that each Head of Department is responsible for the overall management of their assets, and to shift to a system that pursues performance while implementing a more detailed PDCA according to the characteristics of the assets, a CIO system for different asset classes will be introduced.
- From the perspective of clarifying the investment assets and investment methods under its jurisdiction, the “Strategic Investment Solution Group (referred to as “G” hereafter).” will be renamed the “Multi-Asset & Quantitative Investment Dept.”
- Aiming to improve the speed of decision-making and business momentum, the strategic planning and promotion functions related to investment, which are handled by the “Investment Planning G.” will be transferred directly under the Heads of the Division and the group will be abolished.

#### (2) Institutional Fiduciary Management Div. (Current: Institutional Marketing Div.)

- From the perspective of further strengthening business collaboration with group companies, the “Preparatory Office for collaboration with Mizuho Trust & Banking Co.” will be upgraded to the “Group Partnership Development Dept.”
- Aiming to improve the speed of decision-making and business momentum, the strategic planning and promotion functions related to institutional marketing, which are handled by the “Institutional Marketing Planning G.” will be transferred directly under the Head of the Division and the group will be abolished.
- Department name of each group will be changed.

Current	New Departments
Institutional Marketing G. No.1	Institutional Client Relations #1
Institutional Marketing G. No.2	Institutional Client Relations #2
Institutional Marketing G. No.3	Institutional Client Relations #3
Business Development & Investment Solutions G.	Portfolio Solutions
Global Business Development G.	Global Business Development
Defined Contribution Plan Promoting G.	Retirement Business Development

#### (3) Retail & Wealth Solutions Div. (Current: Investment Trust Marketing Div.)

- To reorganize functions from the previous eight-group system to a five-division system with the aim of strengthening collaboration with sales companies (our business partners), marketing using digital technology, and our ability to communicate with customers who are individual investors.
- Aiming to improve the speed of decision-making and business momentum, the strategic planning and promotion functions related to investment trust marketing, which are handled by the “Investment Trust Marketing Planning G.”, will be transferred directly under the Head of the Division and the group will be abolished.

New Departments	Key Functions
Solution Development	Planning and promoting functions related to sales support for investment trusts, etc.
Client Service	Performance reports, monthly and weekly report creation, management operations, call center functions, etc.
Fund Promotion	Sales support for sales companies related to investment trusts, planning and drafting functions for training and seminars, etc.
Retail Business	Sales functions for sales companies except for the Mizuho Group, etc.
Group Business	Sales functions for the Mizuho Group sales companies, etc.

#### (4) Risk Management Div.

In order to be able to quickly respond to advanced issues in new products and sales activities, the “Legal G.” and the “Compliance G.” will be integrated and renamed the “Legal & Compliance Dept.”

#### (5) DX & Process Innovation Div. (Current: IT & Systems, Operations Div.)

In addition to transferring some functions to other Divisions, we aim to significantly boost productivity and sophisticate operations through DX strategies and business process reforms and reorganize functions from the previous six-groups-and-one-office system to a four- department system.

New Departments	Key Functions
Technology & Operations Strategy	Planning and promoting functions related to system technology strategy and operation strategy, etc.
Transformation	Planning, promoting, and supporting functions related to business process reforms, etc.
Technology	System development and management functions in the application and infrastructure fields, etc.
Operations	Accounting functions for investment trusts, management functions for investment advisory contract assets, etc.

#### (6) Planning Div.

- From the perspective of promoting fiduciary duties in conjunction with management strategies, we will merge the independent Fiduciary Duties Promotion Office with the “Corporate Planning G.”
- We will abolish the “Administration G.” and transfer its functions to the “Corporate Planning G.” and “Human Resources G.”, and along with these expanded functions, the “Human Resources G.” will be renamed the “Human Resources & Facility Services Dept.”
- We will strengthen branding and public relations functions, and as an organization that specializes in those functions, the “Corporate Initiative G.” will be renamed the “Corporate Relations Dept.”

#### 4. New organizational chart

