



December 23, 2025

For Immediate Release

Company name: Forum Engineering Inc.  
(Code: 7088, Prime Market of TSE)  
Representative: Representative Director,  
President and Chief Executive Officer Tsutomu Sato  
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## Notice of Organizational Change and Change in Executive Officers

Forum Engineering Inc. (the “Company”) announces today (December 23, 2025) the following change of Organization and Executive Officers.

1. Organizational Change (effective as of January 1, 2026)
  - (1) Merge East Japan New Graduate Recruitment Dept. and West Japan New Graduate Recruitment Dept. to establish Cognavi Graduate Dept.
  - (2) Established Student Support Promotion Dept.
  - (3) Reorganize Information Systems Dept. and Core Systems Dept. from Administration Section to System Development Section.

2. Changes in Executive Officers (effective as of January 1, 2026)

Name	New title	Former title
Varun Modgill	Director and Senior Managing Executive Officer System Development Section	Director and Senior Managing Executive Officer System Development Section - Cognavi System Dept.
Yuji Ishige	Senior Managing Executive Officer Staffing Sales Section	Senior Managing Executive Officer Sales Dept. - East Japan New Graduate Recruitment Dept. - West Japan New Graduate Recruitment Dept. - Job Referral Dept.
Hisashi Ninomiya	Senior Managing Executive Officer Administration Section* - Accounting and Finance Dept.	Senior Managing Executive Officer Administration Section - Accounting and Finance Dept.
Masahiro Koizumi	Managing Executive Officer Cognavi Sales Section - Student Support Promotion Dept. - Cognavi Graduate Dept. - Job Referral Dept. - Overseas Business Dept.	Managing Executive Officer - Overseas Business Dept.



Nobuyuki Chiba	Senior Executive Officer - Corporate Planning Dept. - Public Relations and Investor Relations Dept. - Sales Planning Dept	Senior Executive Officer - Corporate Planning Dept. - Public Relations and Investor Relations Dept.
Mitsuhiko Nogawa	Senior Executive Officer - Information Systems Dept. - Core Systems Dept. - Cognavi System Dept.	Senior Executive Officer - Information Systems Dept. - Core Systems Dept.
Takuro Ojima	Executive Officer - North Kanto Sales Dept. - Kanto Region Sales Dept. - Chubu Region Sales Dept. - Kansai Region Sales Dept. - Chugoku-Kyushu Sales Dept. - Cross-regional Sales Dept. - IT Dept. - Technical Support Dept. - CRM Strategy Dept. - Casting Strategy Dept.	Executive Officer - North Kanto Sales Dept. - Kanto Region Sales Dept. - Chubu Region Sales Dept. - Kansai Region Sales Dept. - Chugoku-Kyushu Sales Dept. - Cross-regional Sales Dept. - IT Dept. - Technical Support Dept. - Sales Planning Dept. - CRM Strategy Dept. - Casting Strategy Dept.

\* New "Administration Section" does not include "Information Systems Dept." and "Core Systems Dept." which will be reorganized into Systems Development Section.