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April 1, 2025

Company Name	COVER Corporation
Representative	Motoaki Tanigo Representative Director & CEO (TSE Growth Market Code: 5253)
Contact	Yosuke Kaneko Executive Officer, CFO, and Head of Corporate Planning (TEL 03-6280-4036)

Announcement of Organizational Management Structure Changes

COVER Corporation hereby announces that there was changes to its organizational management structure as of April 1, 2025, as it endeavors to further drive business growth and enhance its corporate value.

With the mission of “Together, Let’s Create Culture Loved by All,” at COVER Corporation we strive to create and share Japanese entertainment and culture with users worldwide and through these changes, we aim to increase opportunities for creators involved in Japan’s uniquely prominent anime and gaming culture.

Since our founding in 2016, we have expanded our business significantly in pursuit of this mission, but in recent years, our rapid growth has led to the business becoming increasingly diversified and lines of business becoming further complex, posing challenges that cannot be fully addressed under our current organizational structure.

To effectively address these challenges and drive sustained growth, we have decided to restructure the organization to mark the start of our 10th fiscal year in April 2025.

The details are as follows:

1. Executive Structure

Regarding our executive structure, the members of the Board of Directors will remain the same, but, as of April 1, 2025, Shuhei Ueda, who has been serving as an outside director up until now, will be appointed as a full-time director. In this new role, Shuhei Ueda will contribute to the enhancement of our executive framework by overseeing media mix and licensing/collaboration initiatives.

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Board of Directors (As of April 1, 2025)

Name	Name of Position
Motoaki Tanigo	President and CEO
Ikko Fukuda	Director and CTO
Shuhei Ueda	Director
Kimiyuki Suda	Outside Director
Yoichi Wada	Outside Director
Isao Miyajima	Outside Director Full-time Audit and Supervisory Committee Member
Chikako Ogura	Outside Director Audit and Supervisory Committee Member
Kenichiro Arai	Outside Director Audit and Supervisory Committee Member

2. The Structure of Business Operations

In line with the above changes, we are also revamping the structure of our business operations to accommodate a more vertically integrated framework for our creative and content production, further enhancing our operational capabilities in these areas. As a result, Shigeki Hayashi, the head of our creative division, who, to date, has overseen creative operations, will be appointed as Senior Vice President responsible for VTuber production in its entirety.

These changes will see the responsibilities of the Board of Directors and Senior Vice Presidents become more clearly defined, enabling improved synergy across our lines of business while integrating back-office functions company-wide, creating a more agile and efficient operational structure.

Organizational Chart (As of April 1, 2025)

Name	Name of Position	Domain of Supervision
Motoaki Tanigo	President/CEO/Senior Vice President	-
Ikko Fukuda	Director/CTO/Senior Vice President	Metaverse Area and Technology Division
Shuhei Ueda	Director/Executive Officer	Media Mix and Licensing/Collaboration
Yosuke Kaneko	CFO/Senior Vice President	Supervisor of Corporate Shared Function, Corporate Planning Department, Overseas Business Development Department
Takashi Kato	Senior Vice President	Administration, General Affairs, Legal Affairs and Intellectual Property, Crisis Management
Daisuke Maeda	Senior Vice President	Product Planning and Commerce
Shigeki Hayashi	Senior Vice President	VTuber Production

With this new management structure, we will continue to expand our business globally, driven by creativity, as we aim to achieve long-term business growth and create a culture loved by fans all around the world, while challenging ourselves to continually add unique value to the ever-evolving entertainment market.