

Landic Akasaka Building, 2-3-4 Akasaka, Minato-ku, Tokyo
CREED Corporation
C.E.O. & President: Toshihiko Muneyoshi
(Ticker code: 8888)
Contact: Vice-President & Director: Kohei Matsuki
Tel: 03 (5575) 2010 (Main)

Organizational and Structural Reforms

Organizational Change and Personnel Administration

We advise you that Creed Corporation has decided to institute reforms to its organization and structure, and the administration of its personnel. This decision was taken at the meeting of the board of directors held on August 27, 2002 for implemented on September 9, 2002. The details of the reforms are shown below.

1. Organizational reform

1) Purpose

The Company has decided to hasten the development of the Company's systems and structure through restructuring and integration. These initiatives will be primarily directed at the core businesses of the Company, the due diligence and real estate solutions businesses. Other areas where the reforms are to be implemented are the asset management and investment businesses, which are positioned as strategic businesses, and the corporate rehabilitation business, which is a new business for the Company that is expected to provide a synergy effect. The reforms will position the Company to be able to profit from the opportunities resulting from the progress in the disposition of non-performing loans and financial restructuring in the future. The reforms are being implemented against a backdrop of drastic and rapid change in the real estate and financial environments, both of which are the environments in which the Creed Group operates. Through these changes, the Company will be able to create a stable base for medium-to-long term profit through an increase in the investment assets balance of real estate.

2) Details

(1) Reorganization into functional groups

The Creed Group has been reorganized into three groups. They are the Corporate

Planning Group, the Administration Group and the Marketing Group. The new organization will speed up the procedures for the development and realization of business strategies through the integration into the three functions of planning, administration and marketing.

(2) Strengthening of risk management

A new Risk Management Section has been established to exercise general control of the Company's business and management risks. The section will deal with an increase in the real estate investment balance due to the growth in the asset management and investment businesses. It is believed that the section will also need to deal with a rapid change in the business environment in the future, and with it, more diverse and complex risks.

(3) Establishment of committees that do not regularly meet, such as the Investment Committee

Investments by the Company Group include investments through our own funds and investments through the funds deposited by investors. In addition, the areas of investments vary from real estate to investments in non-performing loans and companies subject to rehabilitation. Therefore, the Company has decided to establish an Investment Committee that will deliberate in a flexible manner on the investment activities with the aim of acquiring more strategic investments

The new organization structure is shown below.

Organization chart (as of September 9, 2002)

1. Statutory Auditors' Meeting
2. Risk Management Section
3. Shareholders' Meeting
4. Board of Directors
5. Representative Director
6. President's Office
7. Corporate Planning Group
8. Administration Group

9. Marketing Group
10. Corporate Services Department
11. Finance and Accounting Department
12. Osaka Branch
13. Real Estate Solutions Department
14. Department of Due Diligence
15. Principal Investment Department
16. Creed Real Estate Investment Advisors, Inc.
17. Creed Corporate Advisory Co., Ltd.

2. Personnel administration

1) Personnel administration relating to the roles of directors and officers

The following directors and officers have been appointed in connection with the organizational reform. These directors and officers are also members of the Management Committee, which is responsible for discussing overall business and management.

Position	Name	Portfolio
President and Representative Director	Toshihiko Muneyoshi	Marketing Group
Vice President and Director	Kohei Matsuki	Administration Group
Director	Masayoshi Kawamoku	Real Estate Solutions Department
Director	Kazuhiro Okabe	Osaka Branch
Executive Officer	Hideki Miyamoto	Risk Management Office
Executive Officer	Takahiro Nakayama	Presidents Office and Corporate Service Department
Executive Officer	Sadaharu Higuchi	Corporate Planning Group

2) Personnel administration relating to employees

The following manager has been appointed in connection with this organizational reform.

New position	Name	Previous position
Finance and Accounting Manager	Takeshi Sugawara	Staff of Financial Planning Department