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February 25, 2026

To whom it may concern,

Company name: Heartseed Inc.  
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CEO, Representative Director of the Board  
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## Notice of Introduction of Executive Officer System and Changes in Directors of the Board

Heartseed Inc. (the “Company”) hereby announces that at a meeting of its Board of Directors held on February 25, 2026, it resolved to introduce an executive officer system as described below.

In connection with this, the Board of Directors also informally decided on changes in directors of the board, and resolved to submit these matters for approval at the 10th General Meeting of Shareholders scheduled to be held on March 27, 2026.

### 1. Introduction of the Executive Officer System

#### (1) Purpose

The Company will introduce an executive officer system for the purpose of further strengthening its corporate governance structure and building an execution system capable of responding promptly to changes in the management environment. Accordingly, the Board of Directors will focus on management decision-making and supervisory functions, while aiming to accelerate business execution by delegating authority to executive officers. In conjunction with the introduction of this system, the Company will streamline its structure of the Board to transition to a more agile management system.

#### (2) Outline of the Executive Officer System

- I. Executive officers shall be delegated authority for business execution based on management policies resolved by the Board of Directors and shall execute business under the supervision of the Board of Directors.
- II. Executive officers shall consist of directors of the Board concurrently serving as executive officers and executive officers (non-directors).
- III. The appointment, dismissal, and assigned duties of executive officers shall be determined by resolution of the Board of Directors.
- IV. The term of office for executive officers shall be one year; provided, however, that this does not preclude reappointment.

#### (3) Implementation Date: March 27, 2026

## 2. Changes in Directors of the Board

### (1) Candidates for Re-election as Directors

| Name               | New Position            | Previous Position       |
|--------------------|-------------------------|-------------------------|
| Keiichi Fukuda     | Representative Director | Representative Director |
| Kikuo Yasui        | Director                | Director                |
| Tatsuyoshi Hirano  | Director                | Director                |
| Takehiko Kaneko    | Director                | Director                |
| Yutaro Kasai       | Director                | Director                |
| Toshiharu Furukawa | Independent Director    | Independent Director    |
| Kyoko Deguchi      | Independent Director    | Independent Director    |

### (2) Director Scheduled to Retire

| Name           | New Position | Current Position |
|----------------|--------------|------------------|
| Mutsuki Takano | Retiring     | Director         |

\*Mutsuki Takano will retire upon the expiration of the term of office at the conclusion of the 10th General Meeting of Shareholders to be held on March 27, 2026.

### (3) New Executive Officer Structure

| Name               | New Position  | Previous Position                               |
|--------------------|---|---|
| Keiichi Fukuda     | Representative Director, CEO  | Representative Director                         |
| Kikuo Yasui        | Director, COO   | Director  |
| Tatsuyoshi Hirano  | Director, CFO   | Director  |
| Hitoshi Kawamura   | Executive Officer,<br>Head of R&D Division                            | Deputy Head of R&D Division                     |
| Nobuyuki Takahashi | Executive Officer,<br>Head of Manufacturing Technology<br>Development | Head of Manufacturing<br>Technology Development |

\*Takehiko Kaneko will retire as Director, CMO and transition to Non-executive Director to assume a management supervisory role from an objective perspective at the conclusion of the 10th General Meeting of Shareholders.

## 3. Board of Directors Structure

| Name               | New Position                 | Previous Position       |
|--------------------|------------------------------|-------------------------|
| Keiichi Fukuda     | Representative Director, CEO | Representative Director |
| Kikuo Yasui        | Director, COO                | Director                |
| Tatsuyoshi Hirano  | Director, CFO                | Director                |
| Takehiko Kaneko    | Non-executive Director       | Director                |
| Yutaro Kasai       | Non-executive Director       | Non-executive Director  |
| Toshiharu Furukawa | Independent Director         | Independent Director    |
| Kyoko Deguchi      | Independent Director         | Independent Director    |

(Cautionary notice on forward-looking information)

The financial results forecasts and other forward-looking information contained in this document are based on the information currently available to the Company and certain assumptions considered reasonable by the Company. It is not a guarantee that the forecasts will be achieved, and actual results may differ significantly from such forecasts depending on various factors.