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January 23, 2026

Company Name:	CTS Co., Ltd.
	Taizo, Yokoshima
Name of representative:	Representative Director
	President and Chief Executive Officer
	(Code number: 4345, TSE Prime Market)
Inquiries:	Ren, Yokoshima
	Senior Executive Officer
	Head of Corporate Strategy Division
	(Telephone: +81-268-26-3700)

Notice regarding changes to the president, representative director (provisional appointment), and business execution structure

We would like to announce that at the Board of Directors meeting held today, the following resolutions were passed regarding the appointment of President and Representative Director (provisional appointment), as well as changes to the business execution structure.

1. Reason for transfer etc.

In recent years, the business environment surrounding our company has been undergoing major changes due to the rapid development of ICT technology. These changes will only accelerate in the future, requiring us to respond more flexibly and quickly.

In this environment, as a company specializing in construction ICT, we have been proactively incorporating evolving ICT technologies and striving to improve added value. In our ongoing three-year medium-term management plan, which runs from the fiscal year ending March 2024 to the fiscal year ending March 2026, we aim to shift to a new business model that provides integrated data and information-related services.

We have positioned the DDS business at the core of this, and have been developing the "Site Assist Package (SAP)" as our main service and building the infrastructure for it. As we approach the end of our ongoing mid-term management plan, our business development based on SAP is finally getting on track and is approaching a turning point. In the future, we expect to further evolve as we enrich our content, and our entire business will undergo a major transformation along with this.

In order to respond to these changes in the business environment and to the next stage of growth, we believe that a more flexible and agile management structure is essential. Therefore, in preparation for the implementation of our next medium-term management plan, we have decided to revamp our management structure and rejuvenate it. As part of this, we have decided to make personnel changes to our president.

Under this new management structure, we will respond quickly to the changing business environment and achieve sustainable growth.

2. Changes in the President and Representative Director (provisional decision)

(1) Details of the transfer (provisional offer)

The following positions are expected to be appointed following the resolutions of the Ordinary General Meeting of Shareholders scheduled to be held on June 19, 2026 and the subsequent Board of Directors meeting.

Name	New position	Current position
Taizo Yokoshima	Chairman of the Board	Representative Director, President and CEO
Ren Yokoshima (*)	Representative Director, President and CEO	Senior Executive Officer, Head of Corporate Strategy Division

* Ren Yokoshima is scheduled to serve as President and CEO from April 1, 2026 until he assumes the above position.

(2) Scheduled date of inauguration

June 19, 2026

(3) Biography of the new president

Name	Ren Yokoshima	
Date of birth	June 6, 1987	
Birthplace	Nagano Prefecture	
Highest level of	March 2010 Graduated from Chiba University, Faculty of Law and Economics	
Biography	<p>Apr. 2010 Joined Tokyo Rope Manufacturing Co., Ltd.</p> <p>Jan. 2014 Joined the Company</p> <p>June 2017 Director of Rentarise Corporation (current position)</p> <p>Jan. 2018 General Manager of Corporate Planning Department of the Company</p> <p>Apr. 2018 Director of CTS Linetech Corporation (current position)</p> <p>July 2018 General Manager of House Fittings Department of the Company (currently General Manager of SH Sales Promotion Department)</p> <p>Apr. 2019 Executive Officer of the Company</p> <p>June 2020 Director of the Company</p> <p>June 2022 Representative Director and President of Rentareise Corporation</p> <p>Sep. 2023 General Manager of Corporate Strategy Division (current position)</p> <p>June 2025 Senior Executive Officer of the Company (current position)</p>	
Number of the Company's shares owned	8,311 shares	

3. Changes to the business execution structure

Business execution structure (effective April 1, 2026)

Responsibilities and positions	Name	Category (*)
[Overseeing major related parties] Chairman and Executive Officer	Taizo Yokoshima	Promotion
[Company-wide/Human Resources and DX Supervisor] President and CEO	Ren Yokoshima	Promotion
[Revenue Expansion Supervisor] Senior Managing Executive Officer	Hideki Akiyama	Promotion
[Sales Headquarters]		
Chief	Hideki Akiyama (concurrent post)	-
Deputy General Manager (West Japan Area) Senior Executive Officer	Masanori Hara	Promotion
DDS Sales Promotion Department Manager Senior Executive Officer	Kazutoshi Kanai	Promotion
SMS Sales Promotion Department Manager	Toshihiko Nakayama	-
SH Sales Promotion Department Manager President and CEO of Rentarise Co., Ltd.	Hiroki Irie (concurrent post)	-
North Sea Sales Manager Executive Officer	Nobuyuki Shoji	Reappointment
Tohoku Sales Manager Executive Officer	Ippei Kida	Reappointment
Kanto Sales Manager Executive Officer	Shinichi Furusawa	Reappointment
Tokyo Sales Manager Executive Officer	Isao Shiina	Reappointment
Hokuriku Sales Manager	Masanori Hara (concurrent post)	-
Koshin Sales Manager	Hideki Akiyama (concurrent post)	-
Tokai Sales Manager	Hideki Akiyama (concurrent post)	-
Kinki Sales Manager Executive Officer	Masanori Suzuki	Reappointment
Chugoku/Shikoku Sales Manager	Masanori Hara (concurrent post)	-
Kyushu/Okinawa Sales Manager Executive Officer	Junji Kimura	Reappointment
[Quality Logistics Management Headquarters]		
Chief Senior Executive Officer	Kiyotaka Hisashi	Promotion
DDS Quality Control Manager	Kiyotaka Hisashi (concurrent post)	-
SMS Quality Control Manager Executive Officer	Tadahito Ouchi	Reappointment

Responsibilities and positions	Name	Category (*)
[Business Process Management Division]		
Chief	Senior Executive Officer	Shingo Takahashi
Sales Administration Manager		Shingo Takahashi (concurrent post)
Deputy Quality Administrative Manager		Haruyoshi Shimoda
DX Promotion Team Manager	Yoichi Hori	-
[Business Management Headquarters]		
Chief	Senior Executive Officer	Makio Kitahara
Accounting Manager		Takuya Kitamura
Finance Team Manager		Makio Kitahara (concurrent post)
[Corporate Strategy Headquarters]		
Chief		Yokoshima Ren (concurrent post)
General Manager of Human Resources and General Affairs	Executive Officer	Shunsuke Suzuki
Deputy General Manager of the General Affairs Team		Shinichi Sato
[Audit Office]		
Director	Yasuyuki Wakabayashi	-

*The categories listed are for executive officer personnel matters.

End