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February 12, 2026

Company name: G-TEKT CORPORATION  
 Name of representative: Naohiro Takao, President and CEO  
 (Securities code : 5970; Prime  
 Inquiries: Takeshi Bamba, Managing Officer of the  
 Company, Chief General Manager of  
 Corporate Management Operations  
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### **Notice Regarding Personnel Changes and Organizational Restructuring**

G-TEKT CORPORATION (the “Company”) hereby announces that, at a meeting of its Board of Directors held on February 12, 2026, it resolved the following matters regarding personnel changes and organizational restructuring.

#### 1. Personnel Changes of Executive Officer

##### (1) Promotions (Effective April 1, 2026)

Name	New Position	Current Position
Fumihiko Hirotaki	Senior Managing Officer of the Company Chief General Manager of Sales Operations	Managing Officer of the Company Chief General Manager of Sales Operations
Tomohiko Tsukiyama	Managing Officer of the Company Chief General Manager of Quality Assurance Operations Officer in Charge of DX Promotion Division	Senior Officer of the Company Chief General Manager of Quality Assurance Operations Officer in Charge of DX Promotion Division
Koki Sugawara	Managing Officer of the Company Chief General Manager of R&D Operations	Senior Officer of the Company Chief General Manager of R&D Operations

(2) New Appointment (Effective April 1, 2026)

Name	New Position	Current Position
Takashi Hirose	Officer of the Company Senior General Manager of Engineering Operations Senior General Manager of Production Operations General Manager of Tochigi Plant	SUBARU CORPORATION, General Manager Vehicle Environment Development Department Engineering Division
Makoto Shinagawa	Officer of the Company Senior General Manager of Production Operations General Manager of Production Engineering Division, Production Operations	General Manager of Production Engineering Division, Production Operations

(3) Change in Responsibilities (Effective April 1, 2026)

Name	New Position	Current Position
Takuto Fujii	Managing Officer of the Company Chief General Manager of Production Operations Risk Management Officer Chief Logistics Officer	Managing Officer of the Company Chief General Manager of Production Operations Risk Management Officer
Norikazu Sakamoto	Officer of the Company Senior General Manager of Engineering Operations Officer in Charge of Purchasing Division General Manager of Purchasing Division	Officer of the Company Senior General Manager of Engineering Operations Officer in Charge of Purchasing Division

(4) Retirement (Effective March 31, 2026)

Name	Current Position
Mitsutoshi Nakamoto	Senior Managing Officer of the Company Officer in Charge of Corporate Business Planning Division Officer in Charge of Overseas Operations
Keiichi Ueki	Senior Officer of the Company Senior General Manager of Engineering Operations Senior General Manager of Production Operations General Manager of Tochigi Plant

## 2. Management Structure

### (1) Director (Effective April 1, 2026 and the date of the Annual General Meeting of Shareholders)

Name	Effective April 1, 2026	Effective as of the date of the Annual General Meeting of Shareholders
Naohiro Takao	President and Chief Executive Officer	President and Chief Executive Officer
Hiroshi Seko	Director, Senior Managing Officer of the Company	Director, Senior Managing Officer of the Company
Fumihiko Hirotaki	Director, Senior Managing Officer of the Company	Director, Senior Managing Officer of the Company
Akira Kakizaki	Director, Managing Officer of the Company	Director, Managing Officer of the Company
Keiji Kasamatsu	Independent Outside Director	Independent Outside Director
Rieko Inaba	Independent Outside Director	Independent Outside Director

### (2) Audit & Supervisory Board Member (Effective April 1, 2026 and the date of the Annual General Meeting of Shareholders)

Name	Effective April 1, 2026	Effective as of the date of the Annual General Meeting of Shareholders
Kesao Tamura	Full-time Audit & Supervisory Board Member	Full-time Audit & Supervisory Board Member
Yoshiaki Kawakubo	Full-time Audit & Supervisory Board Member	Full-time Audit & Supervisory Board Member
Yasunori Niizawa	Independent Outside Audit & Supervisory Board Member	Independent Outside Audit & Supervisory Board Member
Yasuo Kitamura	Independent Outside Audit & Supervisory Board Member	Independent Outside Audit & Supervisory Board Member

### (3) Alternate Audit & Supervisory Board Member (Effective April 1, 2026 and the date of the Annual General Meeting of Shareholders)

Name	Effective April 1, 2026	Effective as of the date of the Annual General Meeting of Shareholders
Mayumi Okamori	Alternate Audit & Supervisory Board Member	Alternate Audit & Supervisory Board Member

(4) Executive Officer (Effective April 1, 2026)

Name	Position	Responsibilities
Naohiro Takao	President and Chief Executive Officer	—
Hiroshi Seko	Senior Managing Officer of the Company	Chief General Manager of Engineering Operations
Fumihiko Hirotaki	Senior Managing Officer of the Company	Chief General Manager of Sales Operations
Akira Kakizaki	Managing Officer of the Company	Chief General Manager of Regional Operations (North America) and Managing Director of JIC
Naoki Mizuki	Managing Officer of the Company	Chief General Manager of Regional Operations (China), Chairman & President of APAC, Executive Director & President of C-APAC and Executive Director & President of N-APAC
Takuto Fujii	Managing Officer of the Company	Chief General Manager of Production Operations, Risk Management Office and Chief Logistics Officer
Takeshi Bamba	Managing Officer of the Company	Chief General Manager of Corporate Management Operations and Compliance Officer
Yoshitaka Suzuki	Managing Officer of the Company	Chief General Manager of Overseas Operations
Tomohiko Tsukiyama	Managing Officer of the Company	Chief General Manager of Quality Assurance Operations and Officer in Charge of DX Promotion Division
Koki Sugawara	Managing Officer of the Company	Chief General Manager of R&D Operations
Norikazu Sakamoto	Officer of the Company	Senior General Manager of Engineering Operations, Officer in Charge of Purchasing Division and General Manager of Purchasing Division
Yasufumi Kawai	Officer of the Company	Chief General Manager of Regional Operations (Asia) and Managing Director of G-TEC
Yoshiyuki Kassai	Officer of the Company	Chief General Manager of Regional Operations (Europe) and Managing Director of G-TEM
Koya Takioto	Officer of the Company	Chief General Manager of Regional Operations (South America) and Managing Director of G-KTB
Takashi Hirose	Officer of the Company	Senior General Manager of Engineering Operations, Senior General Manager of Production Operations and General Manager of Tochigi Plant
Makoto Shinagawa	Officer of the Company	Senior General Manager of Production Operations, General Manager of Production Engineering Division, Production Operations

### 3. Personnel Changes of Senior General Manager

#### (1) Change in Responsibilities (Effective January 1, 2026)

Name	New Position	Current Position
Hidemi Horibata	Senior General Manager of Production Operations General Manager of Shiga and Chubu Plant Shiga Plant Manager of Production Operations	Senior General Manager of Production Operations General Manager of Shiga and Chubu Plant

### 4. Personnel Changes of Management Personnel

#### (1) Promotions (Effective April 1, 2026)

Name	New Position	Current Position
Daiki Tashiro	Wuhan Auto Parts Alliance Co., Ltd. President (Promoted)	Wuhan Auto Parts Alliance Co., Ltd. President
Takanori Yoshida	Jefferson Elora Corporation President	Jefferson Industries Corporation Senior Vice President
Masayoshi Ouchi	Jefferson Industries Corporation Assistant Vice President	Jefferson Industries Corporation Senior Staff Engineer
Yoshiaki Maehara	General Manager of Administrative Division, Corporate Management Operations	Manager of Administrative Section II, Administrative Division, Corporate Management Operations
Kazuya Miyabori	General Manager of Product Development Division, Sales Operations	Manager of Product Development Section, Product Development Division, Sales Operations
Hiroyuki Fukushima	General Manager of Quality Assurance Division, Quality Assurance Operations	Manager of Quality Assurance Section, Quality Assurance Division, Quality Assurance Operations
Hiroyuki Imai	General Manager of System Sales Division, Engineering Operations	Manager of System Sales Section, System Sales Division, Engineering Operations
Takayuki Ikeno	Jefferson Industries Corporation Assistant Vice President	Jefferson Industries Corporation Senior Staff Engineer

(2) Personnel Changes (Effective April 1, 2026)

Name	New Position	Current Position
Koichi Miura	General Manager of Strategy Division, Corporate Management Operations	General Manager of Administrative Division, Corporate Management Operations
Koji Oka	Associate General Manager of Engineering Planning Division, Engineering Operations	General Manager of Purchasing Division
Shigetake Kamatani	Chief Inspection Engineer of Quality Assurance Division, Quality Assurance Operations	General Manager of Quality Assurance Division, Quality Assurance Operations
Masaki Sakaguchi	Chief Engineer of Quality Assurance Division, Quality Assurance Operations	Chief Inspection Engineer of Quality Assurance Division, Quality Assurance Operations
Masahiko Suzuki	Associate General Manager of Sales Division, Sales Operations	General Manager of Sales Development Division, Sales Operations
Takashi Tate	Chief Engineer of Product Development Division, Sales Operations	General Manager of Product Development Division, Sales Operations

5. Organizational Changes (Effective April 1, 2026)

(1) Production Operations

With the aim of enhancing profitability and strengthening product reliability by promoting cost reduction and advanced quality control through the establishment of a production engineering function within Production Operations, as well as realizing the G-TEKT Smart Factory through a cross-functional organization integrating manufacturing sites and production engineering and fostering truly skilled manufacturing personnel, the Company established the Production Engineering Division effective January 1, 2026, and has been developing its organizational structure accordingly.

In addition, effective April 1, the Company will newly establish the Production Engineering Section within the Production Engineering Division and assign personnel thereto in order to further promote its activities.

(2) Sales Operations

With the aim of further strengthening the Company's sales function and expanding strategic order-receiving activities, the Company will integrate the Product Development Division and the Sales Division and reorganize them into the Sales Division.

(3) Corporate Management Operations

With the aim of realizing production transformation and strengthening the Company's earnings structure, the Company will newly establish the Strategy Division.

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