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November 7, 2025

Changes in Representative Directors and Executive Positions (Presidential Succession)

HIRATA Corporation (HIRATA) announces that, at the Board of Directors meeting held today, our company has resolved to implement the new management structure effective April 1, 2026, as outlined below.

I. Change of Representative Directors

Name	New Position	Current Position
Yuichiro Hirata	Representative Director, Chairman	Representative Director, President
Shigeru Maeda	Representative Director, President	Director, Executive Officer Deputy President

II. Reason for Changes

In order to achieve the goals set forth in our Medium-Term Management Plan launched in fiscal year 2025, and to further enhance corporate value, we have decided to transition to a new management structure.

Since 2023, our voluntary Nomination and Compensation Advisory Committee -comprising a majority of independent outside directors, including the chairperson- has been evaluating and selecting candidates for the next president based on the defined requirements of our presidential succession plan.

The qualities required of our next president include a steadfast commitment to pursuing our core philosophy of “Jin-Gi-Kou-Ken(*)”, the ability to sustainably enhance corporate value by balancing business growth with the resolution of social issues, and the capability to lead the development of new business models that improve medium-to long-term profitability.

Mr. Shigeru Maeda, who has been appointed as our new president, has made significant contributions to the expansion of our business and has been involved in management since fiscal year 2019. Based on his deep understanding of our corporate philosophy and his extensive track record, we have determined that he is the most suitable candidate to lead the sustainable enhancement of our corporate value.

(*) Jin-Gi-Kou-Ken is to make everyone involved in HIRATA content and contribute to society by means of technology.

III. Scheduled Date of Transfer and Position Change

April 1, 2026

IV. Comment from Yuichiro Hirata, Newly Appointed Representative Director, Chairman

Since my appointment as president in April 2011, I have been dedicated to driving the growth of HIRATA group, strengthening our management foundation, and creating new businesses, all guided by our core philosophy of Jin-Gi-Kou-Ken.

Mr. Shigeru Maeda, who will newly assume the role of president, comes from an engineering background and brings a wealth of experience across various fields. He has made significant contributions to the expansion of our business. Since joining the management team, he has taken the lead in shaping strategies centered on our business divisions and has played a key role in driving our growth initiatives. He is a person who truly embodies our corporate philosophy.

Going forward, I will support Mr. Maeda in his leadership of HIRATA Corporation.

V. Comment from Shigeru Maeda, Newly Appointed Representative Director, President

Over the past 46 years since joining HIRATA Corporation, I have accumulated a wide range of experience – from the manufacturing site to executive management – and have gained a deep understanding of both HIRATA's strengths and challenges.

Next year marks the 75th anniversary of our founding. Throughout our history, it is our people who have supported HIRATA, and I firmly believe that the growth of our employees is the foundation of our success. We are proud to have a team of highly skilled and passionate engineers. We possess solid technological capabilities that support manufacturing, as well as an environment that encourages innovation and bold challenges. These strengths enable us to help solve our customers' problems and contribute to the advancement of society.

Looking ahead, we will continue to take on new technological challenges, contribute to society through innovation, and strive to become a company that creates even greater value – working together with speed and unity across all levels of the organization.

VI. Brief History about the Newly Appointed Representative Director, President

Name	Shigeru Maeda, born on January 1, 1961
Career History	
April 1979	Joined the Company
April 2012	Executive General Manager of Production Control Department, Business Headquarters
April 2013	Manager of Technology Department, Kumamoto Business Division, Business Headquarters
April 2014	Manager of #1 System Department, Kumamoto Business Division, Business Headquarters
July 2014	Director of HIRATA Corporation of America

April 2018	Executive General Manager of #1 Kumamoto Business Division, Business Headquarters of the Company
April 2019	Executive Officer and Executive General Manager of #1 Kumamoto Business Division, Business Headquarters
April 2020	Executive Officer, Division Director of #1 Business Unit, Business Headquarters
April 2021	Executive Officer, Division Director of Business Headquarters and Division Director of #1 Business Unit, Business Headquarters
April 2022	Executive Officer, Division Director of Business Headquarters
June 2022	Director, Executive Officer, and Division Director of Business Headquarters
April 2023	Director, Senior Managing Executive Officer, and Division Director of Business Headquarters
April 2024	Director, Executive Officer Deputy President, in charge of supervision of Business Operations
April 2025	Director, Executive Officer Deputy President (current position)

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