

AIRMAN



February 24, 2026

To whom it may concern

Company name: AIRMAN CORPORATION
(URL <https://www.airman.co.jp/en/>)
Representative: Goichi Sato, Representative Director
and President
(Code No. 6364; TSE Prime)
Person responsible for inquiries: Nobuhiko Kasawa, Executive
Officer, General Manager of
Administration Division
(TEL +81-256-93-5571)

Notice Concerning Organizational Changes and Personnel Changes

AIRMAN CORPORATION (the “Company”) hereby announces that, at the Board of Directors' meeting held on February 24, 2026, the Company resolved on organizational changes and changes in directors, executive officers and general managers as follows.

1. Organizational changes (effective March 21, 2026)

(1) Purpose of the organizational changes

Based on the new medium-term management plan “Medium-Term Vision 2027,” announced on May 23, 2025 and positioning the plan period as a “period of restructuring for further growth,” the Company will change its organizational structure in order to accelerate growth strategies such as expanding business through the overseas construction machinery channel mainly in North America, strengthening development of the domestic industrial machinery channel, and promoting DX, and realize management and business transformation.

(2) Overview of the organizational changes

Reorganize from the three-division structure of Sales, Production, and Administration to the four-division structure of Domestic Sales (newly established), Overseas Sales (newly established), Production, and Administration.

<Domestic Sales Division>

- The Construction Machinery Sales Department, Industrial Machinery Sales Department, Sales Promotion Department, and Parts & Service Department will be placed under the Domestic Sales Division.
- The Eastern Japan Sales Department, Western Japan Sales Department, and Direct Demand Department will be merged and restructured to form the Construction Machinery Sales Department and Industrial Machinery Sales Department.
- Customer Support Department will be renamed Parts & Service Department.

<Overseas Sales Division>

- Overseas Sales Department will be placed under the Overseas Sales Division.

<Production Division>

- Manufacturing Engineering Group of the Manufacturing Department will become independent as Manufacturing Engineering Department and will be placed under the Production Division.
- With the absorption-type merger of the Company's wholly-owned subsidiary EN System Co., Ltd. on April 1, 2026, the Manufacturing Department will be renamed as the First Manufacturing Department, and the Second Manufacturing Department, which mainly manufactures aerial work platforms, will be newly established, and both will be placed under the Production Division.

<Administration Division>

- The Information Systems Group of the Administration Department will become independent as the Information Systems Department and will be placed under the Administration Division.

2. Changes in Directors (excluding Directors who are Audit and Supervisory Committee Members)

Effective March 21, 2026

Name	New Position and Responsibilities	Current Position and Responsibilities*
Norimi Nagasawa	Managing Director In charge of corporate planning	Managing Director Director of Sales Division and General Manager of Direct Demand Department
Katsumi Kaneko	Director In charge of sustainability promotion	Director Director of Production Division

3. Changes in Executive Officers

Effective March 21, 2026

Name	New Position and Responsibilities	Current Position and Responsibilities*
Nobuhiko Kasawa	Executive Officer Director of Administration Division	Executive Officer Director of Administration Division and Manager of Corporate Planning Office
Kazuyoshi Takai	Executive Officer Director of Domestic Sales Division and General Manager of Construction Machinery Sales Department	Executive Officer General Manager of Eastern Japan Sales Department and Tokyo Branch Manager
Isao Masuda	Executive Officer Director of Production Division and General Manager of Development Department	Executive Officer General Manager of Development Department, Production Division
Hiroshi Yoshida	Executive Officer Director of Overseas Sales Division	Executive Officer General Manager of Overseas Sales Department, Sales Division
Tetsuya Sasage	Executive Officer President and Representative Director of ASC Co., Ltd.	Executive Officer General Manager of Quality Assurance Department, Production Division
Yoichi Fujinami	Executive Officer General Manager of Sales Promotion Department, Domestic Sales Division	Executive Officer General Manager of Sales Promotion Department, Sales Division
Hideaki Motojima	Executive Officer General Manager of Industrial Machinery Sales Department, Domestic Sales Division and Leader of Eastern Japan Industrial Machinery Group	Executive Officer General Manager of Western Japan Sales Department, Sales Division

4. Transfer of general managers

Effective March 21, 2026

Name	New Position and Responsibilities	Current Position and Responsibilities*
Tadahito Watanabe	General Manager of Overseas Sales Department, Overseas Sales Division	Supervisor of Overseas Sales Department, Sales Division
Yusuke Ishimaru	General Manager of Parts & Service Department, Domestic Sales Division	General Manager of Customer Support Department, Sales Division
Wataru Nakayama	General Manager of Manufacturing Engineering Department, Production Division, President and Representative Director of ENSystem Co., Ltd.	President and Representative Director of ENSystem Co., Ltd.
Yasushi Mori	General Manager of Information Systems Department, Administration Division	Leader of Information Systems Group, Administration Department, Administration Division
Yasunori Ono	Manager of Corporate Planning Office, Administration Division	Leader of Corporate Planning Group, Corporate Planning Office, Administration Division
Noritoshi Watanabe	General Manager of Quality Assurance Department, Production Division	Leader of Purchasing Group, Production Procurement Department, Production Division

Effective April 1, 2026

Name	New Position and Responsibilities	Current Position and Responsibilities*
Wataru Nakayama	General Manager of Manufacturing Engineering Department, Production Division	President and Representative Director of ENSystem Co., Ltd.
Koji Horita	General Manager of First Manufacturing Department, Production Division	General Manager of Manufacturing Department, Production Division
Motohiro Endo	General Manager of Second Manufacturing Department, Production Division	General Manager of Manufacturing Department, ENSystem Co., Ltd.

* Current positions and responsibilities are those as of the submission date of February 24, 2026.

Organizational Chart of AIRMAN CORPORATION (as of March 21, 2026)

