



February 26, 2026

To whom it may concern

Company name: SINKO INDUSTRIES LTD.  
Name of representative: Satoshi Suenaga  
Chief Executive Officer  
(Securities Code: 6458; Tokyo  
Stock Exchange Prime Market)  
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Representative Director and  
Executive Vice President, General  
Manager of Administration  
Division  
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### Notice Regarding Changes in Executive Personnel

SINKO INDUSTRIES LTD. (the “Company”) hereby announces that it resolved the following changes in executive personnel at a meeting of the Board of Directors held on February 26, 2026.

The new appointments and retirements of Directors will be decided at the Ordinary General Meeting of Shareholders scheduled for late June 2026.

#### 1. Changes in Directors

##### (1) Changes in positions (Effective April 1, 2026)

Name	New position	Current position
Tokuji Aota	Representative Director and Executive Vice President, Chief Financial Officer, General Manager of Administration Division, General Manager of Information Security Management Department	Representative Director and Executive Vice President, Chief Financial Officer, General Manager of Administration Division, General Manager of Financial & Accounting Department, General Manager of Information Security Management Department, General Manager of Compliance Office
Tomoaki Fujii	Director and Senior Executive Officer, General Manager of Corporate Planning Division	Director and Senior Executive Officer, General Manager of Corporate Planning Division, General Manager of Technical Planning Department

(2) New appointments (Effective in late June 2026)

1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	New position	Current position
Yoshiaki Sakai	Director and Executive Officer, General Manager of Sales Division, General Manager of Data Center Business Department	Executive Officer, General Manager of Data Center Business Department, Sales Management Division

\* Scheduled to be appointed as General Manager of Sales Management Division effective March 1, 2026, and as General Manager of Sales Division effective April 1, 2026.

Brief biography of the new Director

Name: Yoshiaki Sakai

Date of birth: June 8, 1967

Career summary:

April 1990      Joined the Company  
April 2012      General Manager of Sales Department I, Tokyo Branch  
June 2016      Operating Officer, General Manager of Tokyo Branch  
June 2023      Executive Officer, General Manager of Data Center Business Department,  
Sales Management Division (current position)

2) Directors who are Audit and Supervisory Committee Members

Name	New position	Current position
Hideo Eirai	Outside Director (Audit and Supervisory Committee Member)	—

Brief biography of the new Outside Director

Name: Hideo Eirai

Date of birth: October 13, 1960

Career summary:

April 1983      Joined The Mitsubishi Bank, Ltd. (present MUFG Bank, Ltd.)  
February 2003      Held various positions in the bank, including General Manager of Tenma Branch and General Manager of Umeda Branch  
April 2013      Joined Tiger Corporation  
Executive Officer, General Manager of Management Headquarters, General Manager of President's Office  
April 2015      Director (with responsibility for management), General Manager of President's Office  
April 2022      Director, General Manager of President's Office  
April 2024      Managing Director, General Manager of President's Office (current position)

(3) Retirements (Effective in late June 2026)

1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	New position	Current position
Noriaki Michibata	Executive Officer, In charge of Sales Promotion in Western Japan, Sales Division	Director and Executive Officer, General Manager of Sales Management Division

\* Scheduled to be in charge of Sales Promotion in Western Japan, Sales Management Division effective March 1, 2026, and Sales Promotion in Western Japan, Sales Division effective April 1, 2026.

2) Directors who are Audit and Supervisory Committee Members

Name	New position	Current position
Kenichiro Mizumura	Retirement	Outside Director (Audit and Supervisory Committee Member)

2. Changes in Senior Vice Presidents

(1) Changes in positions (Effective April 1, 2026)

Name	New position	Current position
Yasuyuki Aoyagi	Executive Officer, General Manager of Technical Division, General Manager of R&D Department, Officer in charge of Technical Support Department, General Manager of Design System Center	Executive Officer, General Manager of Business Strategy Office, General Manager of R&D Department III, Officer in charge of Technical Support Department, Technical Division
Shinji Higashihama	Executive Officer, General Manager of Nagoya Branch and Outside Sales Manager, Sales Division	Executive Officer, General Manager of Nagoya Branch, Sales Management Division
Takeshi Inagawa	Operating Officer, Inside Sales Manager, Osaka Branch, Sales Division	Operating Officer, Outside Sales Manager and Inside Sales Manager, Osaka Branch, Sales Management Division
Osamu Okamoto	Operating Officer, General Manager of the Okayama Factory, Manufacturing Division	Operating Officer, General Manager of Technology Control Department, Manufacturing Division
Shinsuke Katai	Operating Officer, General Manager of Group Business Planning Department, Corporate Planning Division	Operating Officer, General Manager of Group Business Planning Department, General Manager of BAC Support Department, Corporate Planning Division

(2) New appointments (Effective in late June 2026)

Name	New position	Current position
Kenji Kuwabara	Operating Officer, General Manager of Business Strategy Division*	Senior Manager, Business Strategy Office, Technical Division
Masanori Okuma	Operating Officer, Vice General Manager of Administration Division, General Manager of Financial & Accounting Department*, General Manager of Compliance Office*	Vice General Manager of Administration Division

\* Scheduled to assume the position effective April 1, 2026.

(3) Retirements (Effective in late June 2026)

Name	New position	Current position
Hajime Kawanaka	Retirement* <sup>1</sup>	Senior Executive Officer, General Manager of Technical Division, General Manager of R&D Department, General Manager of Design System Center, Vice General Manager of Information Security Management Department
Hideshi Sudo	Fellow of Production Innovating Department, Manufacturing Division* <sup>2</sup>	Senior Executive Officer, General Manager of the Okayama Factory, General Manager of Production Innovating Department, General Manager of Production Innovating Department II, Manufacturing Division

\*<sup>1</sup> Scheduled to be appointed as Senior Executive Officer in charge of Technical Division, Vice General Manager of Information Security Management Department effective April 1, 2026.

\*<sup>2</sup> Scheduled to be appointed as Senior Executive Officer in charge of Production Innovating, Manufacturing Division effective April 1, 2026.

Note: Changes in positions of Operating Officers other than those listed above, arising from changes in organization names effective April 1, 2026, have been omitted.