



February 13, 2026

Name of company: MABUCHI MOTOR CO., LTD.
Representative: Tohru TAKAHASHI,
Representative Director and
President
(Securities code: 6592)

Contact: Tadahito IYODA
Member of the Board, Senior
Managing Executive Officer,
Head of Corporate Planning
Headquarters
(Tel: +81-47-710-1127)

Announcement of changes to the Representative Director and Executive Officers

Mabuchi Motor Co., Ltd. (the “Company”), hereby announces that based on the results of deliberations by the Nominating Committee, an advisory committee to the Board of Directors, at the Board of Directors meeting held on February 13, 2026, the Company resolved the preliminary approval of changes to the Representative Director and the Executive Officers as follows. These changes will officially come into effect upon approval at the 85th Ordinary General Meeting of Shareholders, which is scheduled to be held on March 27, 2026, and the Board of Directors meeting to be held after such Ordinary General Meeting of Shareholders.

1. Changes in Representative Director

(1) Changes in Representative Director

Name	New Position	Present Position
Tadahito IYODA	Representative Director, Senior Managing Executive Officer	Member of the Board, Senior Managing Executive Officer

(2) Reason for Changes

The Company will accelerate efforts to achieve Management Plan 2030 and strengthen the management system to realize further growth and enhance corporate value.

(3) Profile of New Representative Director

Please refer to " Appendix 1".

(4) Scheduled Date of Change (Appointment)

March 27, 2026

2. Candidates for Directors (excluding Audit & Supervisory Committee members)

Name	New Position	Present Position
Hiroo OKOSHI	Representative Director, Chairman	No Change
Tohru TAKAHASHI	Representative Director, President	No Change
Tadahito IYODA	Representative Director	Promotion
Tsuyoshi NAKAMURA	Member of the Board	No Change
Akira OKADA	Member of the Board*	No Change
Takako HAGIWARA	Member of the Board*	No Change
Makoto SHIBATA	Member of the Board*	Newly Appointed

* Outside Board Members

3. Director to be Retired

Name	Present Position
Seiji SAKATA	Member of the Board*

* Outside Board Member

* Seiji Sakata is scheduled to assume the position of Corporate Adviser after his resignation.

4. Changes in Executive Officers

(1) Changes of Responsibility

Name	New Position	Present Position
Tadahito IYODA	Senior Managing Executive Officer, Head of Administration, Responsible for Internal Controls	Senior Managing Executive Officer, Head of Administration, Responsible for Internal Controls, Head of Corporate Planning Headquarters and Smart Transformation Headquarters
Motokazu YASUI	Managing Executive Officer, Responsible for Corporate Strategy, Head of Corporate Planning Headquarters and Smart Transformation Headquarters	Managing Executive Officer, Responsible for Issue Management

(2) Retirement

Name	Present Position
Kazuhiro ABE	Group Executive Officer, Chief Regional Officer in Europe

* Kazuhiro ABE is scheduled to assume the position of CFO Department Adviser.

(3) Change in Associate Directors

Name	New Position	Present Position
MOK Sung Soo	Officer, Deputy Head of Automotive Product Business Unit, Chairman - MABUCHI MOTOR KOREA CO., LTD.	President - MABUCHI MOTOR KOREA CO., LTD.
Takahiro AKIMOTO	Officer, Head of Product Development Headquarters	Head of Product Development Headquarters

5. Other

Please refer to “Appendix2” for the new board organization as of March 27, 2026.

End of Document

(Appendix 1) Profile of candidate for new Representative Director

[Candidate for new Representative Director]

New Position	Representative Director, Senior Managing Executive Officer,	
Name	Tadahito IYODA	
Date of birth	November 22, 1968	
Place of birth	Tokyo Metropolis	
Academic Background	March 1993	Graduated from RIKKYO UNIVERSITY
Career	Apr 1999	Joined MABUCHI MOTOR CO., LTD.
	Apr 2004	General Manager - President Office, MABUCHI INDUSRY CO., LTD.
	Jan 2010	General Manager - Corporate Planning Department
	Mar 2013	Executive Officer, Head of Administration Headquarters
	Mar 2015	Member of the Board, Executive Officer, Head of Administration Headquarters
	Mar 2018	Member of the Board, Group Executive Officer, Chief Regional Officer in the Americas, Chairman and President - MABUCHI MOTOR MEXICO SA.DE C.V.
	Mar 2020	Member of the Board, Executive Officer, General Manager - Corporate Planning Department
	Jul 2020	Member of the Board, Executive Officer, Head of Corporate Planning Headquarters, General Manager - Corporate Planning Department
	Mar 2021	Member of the Board, Executive Officer, Head of Corporate Planning Headquarters, General Manager - Corporate Communication Department
	Mar 2022	Member of the Board, Managing Executive Officer, Chief Administrative Officer, Responsible for Corporate Strategy
	Jan 2023	Member of the Board, Managing Executive Officer, Chief Administrative Officer, Responsible for Internal Controls and Corporate Strategy
	Mar 2023	Member of the Board, Managing Executive Officer, Chief Administrative Officer, Responsible for Internal Controls, Corporate Strategy and Business Development
	Mar 2024	Member of the Board, Senior Managing Executive Officer, Responsible for Internal Controls and Business Development, Head of Corporate Planning Headquarters and Smart Transformation Headquarters
	Mar 2025	Member of the Board, Senior Managing Executive Officer, Head of Administration, Responsible for Internal Controls, Head of Corporate Planning Headquarters and Smart Transformation Headquarters (Current Position)
Number of Company's shares held	47,200	(as of December 31, 2025)

(Appendix2) The board organization as of March 27, 2026 (scheduled)

1. Directors (excluding Audit & Supervisory Committee members)

Representative Director, Chairman	Hiroo OKOSHI
Representative Director, President	Tohru TAKAHASHI
Representative Director	Tadahito IYODA (Promotion)
Member of the Board	Tsuyoshi NAKAMURA
Member of the Board*	Akira OKADA
Member of the Board*	Takako HAGIWARA
Member of the Board*	Makoto SHIBATA (Newly Appointed)

*Outside Board Members

2. Audit & Supervisory Committee members

Member of the Board, Standing Audit & Supervisory Committee Member	Katsumi KOBAYASHI
Member of the Board*, Audit & Supervisory Committee Member	Yoko TOYOSHI
Member of the Board*, Audit & Supervisory Committee Member	Yasuko FUKUYAMA
Member of the Board*, Audit & Supervisory Committee Member	Atsushi KANEKO

*Outside Board Members

3. Executive Officers and Responsible Area

President and Executive Officer	Tohru TAKAHASHI
Senior Managing Executive Officer, Head of Administration, Responsible for Internal Controls,	Tadahito IYODA
Managing Executive Officer, Head of Global Business and Management	Tsuyoshi NAKAMURA
Managing Executive Officer, Responsible for Manufacturing, Responsible for Issue Management	Kazuaki MIYAJIMA
Managing Executive Officer, Responsible for Corporate Strategy, Head of Corporate Planning Headquarters and Smart Transformation Headquarters	Motokazu YASUI
Executive Officer, Head of IT Headquarters	Tomofumi IMAMURA
Executive Officer, Head of Purchasing and Operations Control Headquarters	Hiroaki WATANABE
Executive Officer, Chief Financial Officer	Keiichi HAGITA
Executive Officer, Head of Human Resources and General Affairs Headquarters	Toshihiro KOMIZO
Executive Officer, Head of Automotive Product Business Unit	Hideki KUWAJIMA
Group Managing Executive Officer, Chief Regional Officer in China	QUAN Da Yong
Group Executive Officer, President - MABUCHI	Toru SHIBASAKI

MOTOR POLAND sp.z o.o. SHU Zheng

Group Executive Officer, Deputy Chief Regional Officer in China

Group Executive Officer, Chairman & President - HOANG Son

MABUCHI MOTOR VIETNAM LTD., Chairman - MABUCHI MOTOR DANANG LTD.

Group Executive Officer, President - MABUCHI MOTOR MEXICO S.A. DE C.V. Makoto KIMURA

Senior Officer, Responsible for Product Development Eiji UENISHI

Officer, Deputy Head of Automotive Product Business Unit, Chairman - MABUCHI MOTOR KOREA CO., LTD. MOK Sung Soo (Newly Appointed)

Officer, Head of Product Development Headquarters Takahiro AKIMOTO (Newly Appointed)

End of Document