



February 26, 2026

Company Name: Hakuto Co., Ltd.
 Representative: Tamaki Miyashita
 President & Chief Executive Officer
 (Securities code: 7433, Prime Market, Tokyo Stock Exchange)
 Contact: Soichiro Tanigawa
 Executive Officer, Unit Manager,
 ESG Business Promotion Unit
 (TEL +81-3-3225-8910)

Notice Concerning the Appointment of Directors and Executive Officers

As resolved at the meeting of the Board of Directors of the Company held on February 26, 2026, the Company hereby announces that it has made the preliminary decision on the appointment of Directors and Executive Officers as set forth below.

The election of Directors is scheduled to be formally determined at the 74th Annual General Meeting of Shareholders to be held on June 24, 2026. The election of Directors who are Audit and Supervisory Committee Members has been made with the consent of the Audit and Supervisory Committee.

As disclosed on February 26, 2026, the Company plans to change its governance structure effective as of the date of the 74th Annual General Meeting of Shareholders.

I. Changes in Directors (Effective April 1, 2026)

Name	New Title	Current Title
Tamaki Miyashita	Representative Director, President and Chief Executive Officer; <u>President of System Innovation Company</u>	Representative Director, President and Chief Executive Officer; <u>In charge of Electronics and Electrical Equipment Business</u>
Nobuhito Shintoku	Director, V.P. & Executive Managing Officer, Supervisor, ESG Management Promotion Unit, in charge of corporate compliance and branch office (administration)	Director, V.P. & Executive Managing Officer, Supervisor, ESG Management Promotion Unit, <u>Chief of Isehara Technical Center</u> , in charge of corporate compliance and branch office (administration)
Yugo Ishishita	Director, V.P. & Managing Officer, Supervisor, <u>Electronic Components Business</u> , Division Manager of Devices Technology & Client Services Center	Director, V.P. & Managing Officer, Supervisor, Devices Business, Division Manager of Devices Technology & Client Services Center

Name	New Title	Current Title
Ken Ebihara	Director, V.P. & Managing Officer, Unit Manager of Corporate Intelligence Unit, <u>General Manager of Corporate Planning Department</u> , General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit	Director, V.P. & Managing Officer, Unit Manager of Corporate Intelligence Unit, General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit
Hideki Takahashi	Director, V.P. & Managing Officer, President of Chemical Solution Company, Division Manager of Sales Department	Director, V.P. & Managing Officer, President of Chemical Solution Company, Division Manager of Sales Department and <u>Division Manager of Innovation Promotion Department</u>

* Underlined portions indicate changes.

II. Changes in Directors and Executive Officers (Non-Employee) (Effective June 24, 2026)

1. Changes in Directors (excluding Members of the Audit and Supervisory Committee)

Name	New Title	Current Title (as of April 1)	Reason for Appointment
Nobuhito Shintoku	Retirement (to be appointed as Advisor)	Director, V.P. & Executive Managing Officer, Supervisor, ESG Management Promotion Unit, in charge of corporate compliance and branch office (administration)	Reached the mandatory retirement age for officers
Yugo Ishishita	<u>V.P. & Executive Managing Officer</u> , Supervisor, Electronic Components Business, Division Manager of Devices Technology & Client Services Center	<u>Director, V.P. & Managing Officer</u> , Supervisor, Electronic Components Business, Division Manager of Devices Technology & Client Services Center	Based on the review of the governance structure
Ken Ebihara	<u>Director, V.P. & Executive Managing Officer</u> , Unit Manager of Corporate Intelligence Unit, General Manager of Corporate Planning Department, General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit and <u>in charge of Risk Management</u>	<u>Director, V.P. & Managing Officer</u> , Unit Manager of Corporate Intelligence Unit, General Manager of Corporate Planning Department, General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit	Based on the review of the governance structure
Tsutomu Matsuura	<u>V.P. & Executive Managing Officer</u> , Supervisor, Business Planning Office	<u>Director, V.P. & Managing Officer</u> , Supervisor, Business Planning Office and <u>in charge of Risk Management</u>	Based on the review of the governance structure

Name	New Title	Current Title (as of April 1)	Reason for Appointment
Ichiko Shinada	External Director	—	See the attached curriculum vitae

* Underlined portions indicate changes.

* The curriculum vitae of the newly appointed officer candidate is attached.

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

Name	New Title	Current Title (as of April 1)	Reason for Appointment
Fumiaki Yamamoto	Retirement	External Director (Full-time Audit & Supervisory Committee Member)	Completion of eight years in office, which is the Company's independence criterion
Katsuki Ishikawa	Director (Full-time Member of the Audit and Supervisory Committee)	General Manager, Legal Department, ESG Management Promotion Unit	Please refer to the attached curriculum vitae
Azusa Tsutsumi	Substitute External Director (Audit and Supervisory Committee Member)	—	Please refer to the attached curriculum vitae

* The curriculum vitae of the new officer candidate is attached.

3. Changes in Advisors and Consultants

Name	New Title	Current Title	Reason for Appointment
Ryoji Abe	Retirement	Senior Advisor	Completion of term as Senior Advisor/Advisor
Yoshinae Takada	Retirement	Advisor	Completion of term as Senior Advisor/Advisor
Akira Togo	Retirement	Advisor	Completion of term as Senior Advisor/Advisor

III. Changes in Executive Officers (Employee Status)

Name	New Title	Current Title	Effective Date
Masahiro Shimazu	Vice President & Managing Officer, Unit Manager of Business Incubation Center	Vice President & Managing Officer, <u>President of Electronic Accelerator</u> <u>Company</u> and Unit Manager of Business Incubation Center	April 1

Name	New Title	Current Title	Effective Date
Yasuhiro Yamamoto	<u>Vice President & Managing Officer</u> President of Innovation Device Company	President of Innovation Device Company	April 1
Satoshi Kondo	<u>Executive Expert, Electronic</u> <u>Accelerator Company</u>	<u>Vice President & Managing Officer,</u> <u>Global Business Unit</u>	April 1
Soichiro Tanigawa	Vice President & Managing Officer, Unit Manager of ESG Management Promotion Unit, <u>in charge of</u> <u>corporate compliance and branch</u> <u>office (administration)</u>	Vice President & Managing Officer, Unit Manager of ESG Management Promotion Unit	June 24

* Underlined portions indicate changes.

* The curriculum vitae of the newly appointed Executive Officer, Mr. Yamamoto, is provided below.

(For reference)

■ Officers (Effective June 24, 2026)

(1) Candidates for Directors

Representative Director: Tamaki Miyashita (Reappointed)

Director: Ken Ebihara (Reappointed)

Director: Ichiro Takayama (Reappointed)

External Director: Tomohiro Murata (Reappointed)

External Director: Shigenori Oyama (Reappointed)

External Director: Ichiko Shinada (Newly Appointed)

Director (Full-time Member of the Audit and Supervisory Committee): Katsuki Ishikawa
(Newly Appointed)

External Director (Audit & Supervisory Committee Member): Keiji Okanan (Reappointed)

External Director (Audit & Supervisory Committee Member): Junko Kato (Reappointed)

(2) Executive Officers

President and Executive Officer: Tamaki Miyashita

Executive Managing Officer: Yugo Ishishita

Executive Managing Officer: Ken Ebihara

Executive Managing Officer: Tsutomu Matsuura

Executive Managing Officer: Hideki Takahashi

Vice President & Managing Officer: Masahiro Shimazu

Vice President & Managing Officer: Naohito Otsuka

Vice President & Managing Officer: Soichiro Tanigawa

Vice President & Managing Officer: Yasuhiro Yamamoto

(Attachment)

As of February 26, 2026

[Career Summary of Newly Appointed Candidate for External Director]

■ Name: Ichiko Shinada

■ Date of Birth: April 12, 1967 (58 years old)

■ Career History:

Apr 1990: Joined Kyowa Bank, Ltd. (now Resona Bank, Ltd.)

Apr 2014: Manager, Nakameguro Branch, Resona Bank, Ltd.

Apr 2015: General Manager, Diversity Promotion Office, Human Resources Services Department
Resona Holdings, Inc.

Apr 2016: General Manager, Human Resources Development Office, Human Resources Services
Department Resona Holdings, Inc.

Apr 2018: Executive Officer, in charge of Corporate Communications Department Resona Holdings,
Inc.

Apr 2021: External Director, Audit and Supervisory Committee Member, Saitama Resona Bank, Ltd.
(to present)

■ Reason for Nomination

Having extensive experience and deep insight as an executive of a major bank and having played a pioneering role in promoting the advancement of women, the Company believes that she will provide appropriate opinions and advice in promoting diversity management. Accordingly, the Company has nominated her as an External Director. In addition, she is scheduled to serve as a member of the Nomination and Remuneration Committee.

[Career Summary of Newly Appointed Candidate for Director (Full-time Member of the Audit and Supervisory Committee)]

■ Name: Katsuki Ishikawa

■ Date of Birth: August 25, 1963 (62 years old)

■ Education: March 1986: Graduated from the Faculty of Law, Chuo University

■ Date of Joining the Company: April 1, 2020 (Years of service: 5 years and 10 months)

■ Career History:

Apr 1986: Joined Ishikawajima-Harima Heavy Industries Co., Ltd. (now IHI Corporation)

Apr 2006: Group Manager, Legal Group, General Affairs Department, IHI Corporation

Jun 2006: Director, Chiba Warehouse Co., Ltd.

Apr 2017: General Manager, Legal Department, IHI Corporation

Apr 2021: Joined the Company; General Manager, Legal Department, Management Division
(currently: General Manager, Legal Department, ESG Management Promotion Unit) (to present)

■ Reason for Nomination

He has consistently been engaged in legal risk and crisis management, as well as the development and enhancement of compliance systems throughout his career, and possesses extensive experience and deep expertise in legal matters, including security export control. The Company therefore believes that he will contribute to further strengthening its governance and compliance framework

and has nominated him as a Director and Full-time Member of the Audit and Supervisory Committee.

[Career Summary of Alternate Candidate for External Director (Audit and Supervisory Committee Member)]

■ Name: Azusa Tsutsumi

■ Date of Birth: September 22, 1972 (53 years old)

■ Career History:

Apr 1995: Joined Asahi Audit Corporation (now KPMG AZSA LLC)

Jan 2005: Joined Osaka Office, KPMG AZSA LLC

Jul 2019: Advisory Services Division, KPMG AZSA LLC

Jul 2023: Established Tsutsumi Azusa Certified Public Accountant Office (to present)

Jun 2024: Full-time External Audit & Supervisory Board Member, DOWA Holdings Co., Ltd.

(to present)

■ Reason for Nomination

Having been engaged for many years in accounting audits and accounting consulting at a major auditing firm, and possessing extensive expertise in finance, accounting, and internal control, the Company believes that she will play an important role in accounting audits and contribute to further strengthening its governance and compliance. Accordingly, the Company has nominated her as a Substitute External Director who is a Member of the Audit and Supervisory Committee.

[Career Summary of Newly Appointed Candidate for Vice President & Managing Officer]

■ Name: Yasuhiro Yamamoto

■ Date of Birth: December 19, 1973(52 years old)

■ Education: March 1997 Graduated from the Department of Economics, Faculty of Economics, Konan University

■ Career History:

Jan 2001: Joined the Electronic Devices Group, Sales Department I, Kansai Branch, the Company

Feb 2010: Seconded to Hakuto Enterprises Ltd.

Oct 2014: General Manager, Sales Department III, Electronic Devices Division II

Apr 2021: Vice President of Strategic Device Company

Apr 2023: President of Strategic Device Company

Apr 2024: President of Innovation Device Company (to present)

■ Reason for Nomination

Since joining the Company, he has been engaged in device business sales and, including his overseas assignment at Hakuto Hong Kong, has been responsible for many major global semiconductor manufacturers such as STMicroelectronics, which is currently the Company's largest supplier, and MediaTek. He has consistently achieved outstanding results and possesses strong leadership, a global perspective, excellent communication skills, and problem-solving capabilities. The Company therefore believes that he is well qualified to serve as an Executive Officer responsible for the device business and has nominated him accordingly.