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February 9, 2026

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(Securities code: 8159; TSE Prime Market)
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Notice Concerning Organizational Reforms, Transfer of Operating Officers, and Other Personnel Transfer

TACHIBANA ELETECH CO., LTD. (the “Company”) hereby announces that it will conduct organizational reforms, transfer of Operating Officers, and other personnel transfer, as follows.

1. Organizational reforms (effective April 1, 2026)

Amid the rapidly advancing digitalization of society and evolving conditions in the global operating landscape, which are driving significant changes in customer needs and the business environment, the Company will implement organizational reforms effective April 1, 2026. These reforms aim to flexibly promote the new medium/long-term management plan.

[Key points in organizational reforms]

- (1) In Factory Automation Systems, the Company will enhance operational flexibility and reorganize strategic departments.
- (2) In Semiconductors and Electronic Devices, the Company will redefine organizational roles by realigning departments to better address specific customer requirements. Based on this, we will review personnel allocation and restructure our organization accordingly.
- (3) In Finance & Administration, the Company will implement organizational restructuring to enhance agility.

<Factory Automation Systems>

- (1) To accelerate the rollout of industrial devices, one of the Company’s strategic products, to the factory automation industry, the Company will split the Industrial Devices Dept. and reposition its functions directly under the Factory Automation Dept. 1 and the Factory Automation Dept. 2.

<Semiconductors and Electronic Devices>

- (1) To enhance organizational agility, Semiconductors & Electronic Devices Planning Division will be restructured as a department-level unit directly under the Director.
- (2) Organizations affiliated with the Semiconductors & Electronic Devices Division 1 and the Semiconductors

& Electronic Devices Division 2 will be restructured.

- (3) The Foreign Semiconductors & Electronic Devices Division 1 and the Foreign Semiconductors & Electronic Devices Division 2 will be merged to establish the Foreign Semiconductors & Electronic Devices Division.
- (4) The new Semiconductor Technology Promotion Office will be established as an organization dedicated to identifying alternate supply sources and determining which new products and technologies to introduce.
- (5) A new Renesas Business Operations Dept. will be established, dedicated to managing key suppliers.

<Finance & Administration>

- (1) The Personnel Dept. affiliated with the Administration Division will be repositioned directly under the director in charge of Finance & Administration, to enhance agility in addressing personnel issues.

<Construction Safety Management System>

- (1) To enable more agile management and operation from a Construction Industry Act compliance perspective, Construction Safety Management Office at headquarters and each branch office, which belong to the Construction Safety Management Control Office, will be abolished.

2. Changes in Operating Officers

- (1) Newly Appointed Operating Officer (Effective April 1, 2026)

New position name	Current position name	Name
Operating Officer, Vice Branch Manager of Chubu Branch Office	General Manager of Factory Automation Systems Division	Takashi Tamura

(2) Changes in Operating Officers (Effective April 1, 2026)

New position name	Current position name	Name
Director, Managing Operating Officer in charge of Factory Automation Systems and General Manager of Factory Automation Systems Division, Headquarters Jurisdiction location	Director, Managing Operating Officer in charge of Factory Automation Systems and Headquarters Jurisdiction location, Deputy Manager of Construction Safety Management Office (Head Office)	Takashi Nanmoto
Director, Operating Officer in charge of Finance & Administration and General Manager of Global Strategy Office	Director, Operating Officer in charge of Finance & Administration and General Manager of Global Strategy Office, Deputy Manager of Construction Safety Management Control Office	Yoshinori Matsuura
Managing Operating Officer, Branch Manager of East Japan Branch Office and East Japan Branch Office Jurisdiction location	Managing Operating Officer, Branch Manager of East Japan Branch Office and Manager of Administration Dept., Manager of Construction Safety Management Office (East Japan Branch Office)	Hiroshi Yoneda
Operating Officer, Branch Manager of Chubu Branch Office and Chubu Branch Office Jurisdiction location	Operating Officer, Branch Manager of Chubu Branch Office and Chubu Branch Office Jurisdiction location, Manager of Construction Safety Management Office (Chubu Branch Office)	Masaki Shiroshita
Operating Officer, in charge of Factory Automation Systems Technology	Operating Officer, in charge of Factory Automation Systems Technology and Deputy Manager of Construction Safety Management Office (Head Office)	Hiroyuki Sano
Operating Officer, General Manager of Foreign Semiconductors & Electronic Devices Division and Manager of Foreign Semiconductors & Electronic Devices Dept. 3	Operating Officer, Senior General Manager Foreign Semiconductors & Electronic Devices Division, General Manager of Semiconductors & Electronic Devices Division 1 and General Manager of Semiconductors & Electronic Devices Division 2	Kenji Konishi
Operating Officer, General Manager of Semiconductors & Electronic Devices Division 4 and Manager of Renesas Business Operations Dept.	Operating Officer, General Manager of Semiconductors & Electronic Devices Division 4	Hidenobu Harada

3 . Changes in other Personnel (Effective April 1, 2026) <※Promotion>

<Factory Automation Systems>

New position name	Current position name	Name
General Manager of Factory Automation Planning Division	General Manager of Factory Automation Planning Division and Manager of Factory Automation Planning Dept.	Takashi Hiroshima
Manager of Factory Automation Planning Dept., Factory Automation Planning Division	Factory Automation Planning Dept., Factory Automation Planning Division	Manato Togashi ※
Manager of Technology Administration Dept., Factory Automation Planning Division	TACHIBANA OVERSEAS HOLDINGS LTD. Managing Director	Keiji Irie
Manager of Factory Automation Dept. 2, Factory Automation Electrical Device Sales Division 2	Manager of Industrial Devices Dept., Factory Automation Electrical Device Sales Division 2	Koji Akutagawa
Branch Manager of North Kanto Office, Factory Automation Electrical Device Sales Division 3	Section Manager of Factory Automation Electrical Device Sales Section, North Kanto Office, Factory Automation Electrical Device Sales Division 3	Mikihiko Heibatake ※
Manager of Control Technology Dept., Factory Automation Technology Division 1	Manager of Control Technology Dept. (East Japan Branch Office), Factory Automation Technology Division 2	Kazuya Shibutani
Manager of Control Technology Dept. (East Japan Branch Office), Factory Automation Technology Division 2	Manager of Control Technology Dept., Factory Automation Technology Division 1	Keijiro Yamamoto

<Semiconductors and Electronic Devices>

New position name	Current position name	Name	
Manager of Semiconductors & Electronic Devices Planning Dept.	Section Manager of Semiconductors & Electronic Devices Planning Dept. Semiconductors & Electronic Devices Planning Dept., Semiconductors & Electronic Devices Planning Division	Takeo Yamawaki	※
General Manager of Semiconductor Technology Division and Manager of Semiconductor Technology Promotion Office	General Manager of Semiconductor Technology Division	Shinobu Yamashita	
Manager of Semiconductor Technology Dept. 1, Semiconductor Technology Division	Section Manager of Semiconductor Technology Section 4, Semiconductor Technology Dept. 2, Semiconductor Technology Division (East Japan Branch Office)	Toru Inoue	※
Manager of Semiconductor Technology Dept. 3, Semiconductor Technology Division (East Japan Branch Office)	Section Manager of Semiconductor Technology Section 6, Semiconductor Technology Dept. 3, Semiconductor Technology Division (East Japan Branch Office)	Tomohide Kawasumi	※
General Manager of Semiconductors & Electronic Devices Division 1	Manager of Semiconductor Sales Dept. Chubu Branch Office	Keisuke Otsu	※
Manager of Semiconductor Sales Dept. 1, Semiconductors & Electronic Devices Division 1	General Manager of Semiconductors & Electronic Devices Division 2	Masashi Omote	
Manager of Semiconductor Sales Dept. 2, Semiconductors & Electronic Devices Division 1	Semiconductor Sales Dept. 1, Semiconductors & Electronic Devices Division 1	Masaya Murakami	※
General Manager of Semiconductors & Electronic Devices Division 2 and Manager of Semiconductor Sales Dept. 4	General Manager of Semiconductors & Electronic Devices Division 1 and Manager of Semiconductor Sales Dept. 1	Yoshinori Nakamura	
Semiconductors & Electronic Devices Division 2, Manager of Semiconductor Sales Dept. 3	Semiconductor Sales Dept. 2 Section Manager of Semiconductor Sales Section 4, Semiconductors & Electronic Devices Division 2	Ryohei Omi	※
Manager of Foreign Semiconductors & Electronic Devices Dept. 1, Foreign Semiconductors & Electronic Devices Division (East Japan Branch Office)	Manager of Foreign Semiconductors & Electronic Devices Dept. 1, Foreign Semiconductors & Electronic Devices Division 1 (East Japan Branch Office)	Junya Kai	
Manager of Foreign Semiconductors & Electronic Devices Dept. 2, Foreign Semiconductors & Electronic Devices Division (East Japan Branch Office)	Manager of Foreign Semiconductors & Electronic Devices Dept. 2, Foreign Semiconductors & Electronic Devices Division 2 (East Japan Branch Office)	Kentaro Yamagishi	

<Overseas Operations>

New position name	Current position name	Name
TACHIBANA OVERSEAS HOLDINGS LTD. TACHIBANA SALES Taiwan LTD. Managing Director	Manager of Semiconductor Sales Dept. 2, Semiconductors & Electronic Devices Division 2	Koji Shigehisa
TACHIBANA OVERSEAS HOLDINGS LTD. (Secondment)	Section Manager of Semiconductor Sales Section 5, Semiconductor Sales Dept. 2, Semiconductors & Electronic Devices Division 2	Yuichi Narumi

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<<Finance & Administration>>

New position name	Current position name	Name
General Manager of Administration Division and Manager of Corporate Planning Dept. and Manager of General Affairs & Compliance Dept.	Manager of Corporate Planning Dept., Administration Division	Keisuke Arimoto
Manager of Public Relations IR Dept., Administration Division	Global Strategy Office	Kentaro Izui
Manager of Information Technology Office, Administration Division	Section Manager of System Development Section Information Technology Office, Administration Division	Takeshi Kuwano
Manager of Administration Dept. (East Japan Branch Office), Administration Division	Manager of General Affairs & Compliance Dept., Administration Division	Noritaka Inoue

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