November 25, 2026

Company name: GIKEN LTD.
Name of representative: Atsushi Ohira, President and CEO
(Securities code: 6289; TSE Prime Market)
Inquiries: Yoshihisa Fujisaki,
Director and Executive Operating Officer
(TEL: +81-88-846-2933)

Notice Regarding New Management Structure and Changes in Directors

Eight directors were elected at the 45th Ordinary General Meeting of Shareholders held on November 25, 2026. In addition, the Board of Directors and the Audit & Supervisory Board, following the conclusion of the meeting, resolved the new management structure. Accordingly, we hereby announce the organizational changes and changes in directors as follows.

1. Organizational Changes (effective December 1, 2026)

(1) Purpose of Organizational Change

To clarify the roles of management and execution, promote the delegation of authority, and accelerate decision-making.

(2) Overview of Organizational Change

• Establish a five-division structure consisting of the Business Creation Division, Corporate Strategy Division, Development & Manufacturing Division, Sales & Marketing Division, and Corporate Administration Division.

• Assign a director in charge, a head, and a deputy head for each division.

2. Changes in Directors (effective December 1, 2026)

Name	New Position	Previous Position	Business Responsibility
Akio Kitamura	Executive Chairman	Same as left	Business Creation Division
Atsushi Ohira	President and CEO	Same as left	Corporate Strategy Division
Yusei Morino	Director and Executive Operating Officer	Same as left	Development & Manufacturing Division,
Yoshihisa Fujisaki	Director and Executive Operating Officer	Same as left	Corporate Administration Division
Shigeki Fukumaru	Director and Executive Operating Officer	Same as left	Sales & Marketing Division
Tomomi Hisamatsu	(Independent) Outside Director	Same as left	—
Yoshimasa Sawa	(Independent) Outside Director	Same as left	—

Kumiko Tanaka	(Independent) Outside Director	Same as left	—

3. Audit & Supervisory Board Members

(Elected at the 42nd Ordinary General Meeting of Shareholders held on November 28, 2023)

Name	Position	Previous Position
Akihiko Yuno	Full-time Outside Audit & Supervisory Board Member	Same as left
Sayuri Matsuoka	Audit & Supervisory Board Member	Same as left
Ichiro Nao	(Independent) Outside Audit & Supervisory Board Member	Same as left

4. Changes in Managing Operating Officers (effective December 1, 2026)

Name	Position	Previous Position	Business Responsibility
Takuya Yamamoto	Managing Operating Officer	Same as left	Concurrent Position Managing Director of Giken Europe B.V.
Tsuyoshi Tanouchi	Managing Operating Officer Head of Corporate Administration Division	Managing Operating Officer	Corporate Administration Division
Masaaki Ono	Managing Operating Officer Head of Business Creation Division	GIKEN SEKO, CO., LTD. Managing Operating Officer	Business Creation Division

5. Changes in Appointed Executive Officers, etc. (effective December 1, 2026)

Name	Position	Previous Position	Business Responsibility
Shinsuke Okabayashi	Operating Officer Head of Corporate Strategy Division	Operating Officer	Corporate Strategy Division
Ryo Hamamachi	Operating Officer Head of Development & Manufacturing Division	Operating Officer	Development & Manufacturing Division
Koji Kajino	Operating Officer Head of Sales & Marketing Division	Operating Officer	Sales & Marketing Division
Yukihiro Ishihara	Operating Officer Deputy Head of Business Creation Division	Senior Fellow	Business Creation Division
Akihide Toyama	Operating Officer Deputy Head of Development & Manufacturing Division	Operating Officer	Development & Manufacturing Division

Nobuki Mori	Operating Officer Deputy Head of Sales & Marketing Division	Operating Officer	Sales & Marketing Division
Miki Minoda	Operating Officer Deputy Head of Corporate Administration Division	Managing Operating Officer	Corporate Administration Division
Fumiaki Osaki	Deputy Head of Corporate Strategy Division	Business Promotion Advisor	Corporate Strategy Division
Naoto Minami	Operating Officer	Same as left	Corporate Strategy Division
Hiroyasu Matsumura	Operating Officer	Same as left	Business Creation Division
Junichi Watanabe	Operating Officer	Project General Manager	Concurrent Position Vice President of Giken America Corporation

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail. GIKEN LTD. assumes no responsibility for this translation or for direct, indirect or any other forms of damages arising from the translation.