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March 21, 2025

Company name: Takachiho Koheki Co., Ltd.
Name of representative: Takanobu Ide, Representative Director and President
(Securities code: 2676; TSE Prime Market)
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Notice Concerning Organizational Changes and Personnel Changes

On March 21, 2025, our company announced the "New Medium-Term Management Plan 2025 – 2027 Security. Solutions. Synergy. - Moving to the Cutting Edge of Evolution with Business Security and Electromechanics ". In order to realize the 4 basic strategies in the business areas stated in the plan, the Board of Directors meeting held on March 21, 2025 resolved to implement the following organizational and personnel changes.

1. Overview of Organizational Change (dated April 1, 2025, see the attached organizational chart)

(1) Name changed from System Division to Business Security Division

The name of the organization will be changed to strengthen the business security field.

In addition to providing physical and network security-related products and services to the retail, office and data center markets, we will strengthen our cybersecurity business.

(2) Name changed from Marketing Department to BSC (*) Marketing Department

Since the name of the Business Security Division will be changed, its abbreviation BSC will be added to the BSC Marketing Department.

* short for business security

(3) Name changed from Device Division to Electro Mechanics Division

The name of the organization will be changed to make our business activities easier to understand.

Our business division mainly sells semiconductors and electronic components (electronics) and mechanical components (mechanics), and we aim to develop solutions that integrate electronics and mechanics technologies.

(4) EM (*) Marketing Department established within Electro Mechanics Division

The EM Marketing Department will be newly established to commercialize products developed through the fusion of electronics and mechanics.

The department will be responsible for the development of solutions combining electronics and mechanics technologies, promotion of new businesses in the Electro Mechanics Division, marketing from market research to promotion, and public relations of the Electro Mechanics Division.

* short for electromechanics

(5) Name changed from i-Techno Solutions Department to Mechanics Solutions Department

The name of the organization will be changed to make our business activities easier to understand.

The department is responsible for increasing the lineup of mechanical parts and strengthening the products developed in-house to meet customer needs.

(6) Establishment of Internal Audit Department

Our company will establish the Internal Audit Department to strengthen its internal audit function in the transition to a company with an Audit and Supervisory Committee.

We will provide highly reliable information to Audit and Supervisory Committee Members, conduct systematic and effective audits utilizing the internal control system, strengthen the independence and expertise of the Internal Audit Department, and improve the quality of audits.

(7) Establishment of Global Business Management Department

The Global Business Management Department will be established to strengthen the governance of Group subsidiaries.

We aim to further enhance the management of subsidiaries, promote information sharing within the Group, and support prompt and appropriate decision making. We also aim to strengthen the risk management system of the Group as a whole and seek early detection and response to risks.

(8) Establishment of Corporate Management Division

The Company aims to improve organizational efficiency and achieve consistent business operations by establishing a new Corporate Management Division to supervise the Administrative and Procurement department. As the administrative and operational divisions function independently, overlapping roles and tasks, and insufficient information sharing may become issues. By establishing a new management headquarters to resolve these issues, the Company aims to improve productivity and smooth business operations by standardizing and coordinating the operations of both divisions and enhancing cooperation.

2. Details of personnel changes

(1) Change of Director Position (effective April 1, 2025)

Name	New Position	Current Position
Yoshiaki Hirata	Director and Managing Executive Officer (*), General Manager of Global Business Management Department	Director and Executive Officer, General Manager of Device Division
Masazumi Uematsu	Director and Managing Executive Officer	Director and Executive Officer in charge of Administration, Finance, Procurement, and Southeast Asia Group
Ichido Tatsumi	Director and Executive Officer (*), President Office	Director and Executive Officer, General Manager of System Division

* Yoshiaki Hirata is scheduled to retire as a director at the end of the Ordinary General Meeting of Shareholders to be held in June 2025.

*Ichido Tatsumi is scheduled to be appointed as a director who is a member of the Audit and Supervisory Committee (after approval of the Ordinary General Meeting of Shareholders in June 2025).

(2) Change of Executive Officer Position (effective April 1, 2025)

Name	New Position	Current Position
Daisuke Ichikawa	Managing Executive Officer, General Manager of Electro Mechanics Division and E-Solution Department	Executive Officer, General Manager of E-Solution Department
Takanori Tanaka	Managing Executive Officer, General Manager of Business Security Division and Business Solution Department	Executive Officer, General Manager of Business Solution Department

(3) Change of General Manager Position (effective April 1, 2025)

Name	New Position	Current Position
Masaya Iwamoto	General Manager of Corporate Management Division, Administrative Department and Procurement Department	General Manager of Administrative Department
Masayuki Takahashi	General Manager of Internal Audit Department	General Manager of Procurement Department
Hiroyuki Okamoto	General Manager of EM Marketing Department	General Manager of i-Techno Solution Department
Takashi Hisatomi	General Manager of Mechanics Solution Department	Team Manager of i-Techno Solution Department

(Appendix)
Organization Chart (as of April 1, 2025)

