

February 5, 2026

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
 Representative: Toshio Ogura
 President & CEO & COO
 (Code: 6417, TSE Prime Market)
 Contact: Masahiro Akaishi
 Executive Operating Officer
 Head of Administration Div.
 TEL.: +81-3-5778-7777

Notice concerning Organizational Changes and Personnel Changes

SANKYO Co, Ltd. today announced that the decision was taken to implement the organizational changes and personnel changes described below.

1. Organizational Changes (effective April 1, 2026)

- (1) Establishment of the "Audiovisual Design Department" in the Product Management Division
 In order to establish and enhance a framework that enables the consistent pursuit of our product concepts across both hardware and software, and to improve the development speed and operational efficiency of the design division by integrating design-related technologies.
- (2) Establishment of the "Quality Assurance Department" and the "Procurement Department" in the Manufacturing Division
 - ① In order to establish and strengthen a quality assurance structure by clarifying responsibilities related to quality, with the aim of improving product quality and enhancing customer satisfaction.
 - ② In order to establish stable procurement of materials and strictly manage costs, and to strengthen the organization as a core department in charge of administrative control.

2. New Operating Officer (scheduled to assume office on April 1, 2026)

Name	New Position	Current Position
Akira Takahashi	Operating Officer Senior General Manager of Parlor Business Department; Sales & Marketing Division	Senior General Manager of Parlor Business Department; Sales & Marketing Division
Toru Sugiyama	Operating Officer General Manager of Purchasing Department; Product Management Division	Deputy General Manager of Purchasing Department; Product Management Division

3. Personnel Change of Operating Officer (effective April 1, 2026)

Name	New Position	Current Position
Takeshi Busujima	Senior Executive Operating Officer Head of Information Technology Systems Division	Executive Operating Officer Head of Information Technology Systems Division
Masahiro Akaishi	Senior Executive Operating Officer Head of Administration Division & General Manager of General Affairs Department	Executive Operating Officer Head of Administration Division & General Manager of General Affairs Department
Masaru Inoue	Executive Operating Officer General Manager of Corporate Planning Department & Office Manager of Investor Relations Office	Executive Operating Officer General Manager of Corporate Planning Department

This material is an English translation of Japanese announcement made on February 5, 2026. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.

Name	New Position	Current Position
Koji Hasegawa	Executive Operating Officer Deputy Head of Product Management Division & Office Manager of IP Strategy Office	Executive Operating Officer Deputy Head of Product Management Division
Junichi Tsutsumi	Executive Operating Officer General Manager of Internal Affairs Department; Product Management Division	Executive Operating Officer General Manager of Product Management Department; Product Management Division
Hideyuki Yoda	Executive Operating Officer General Manager of Product Management Department; Product Management Division	Executive Operating Officer General Manager of Internal Affairs Department; Product Management Division
Takashi Haneji	Executive Operating Officer Supervising Purchasing Department ; Product Management Division	Executive Operating Officer General Manager of Purchasing Department; Product Management Division
Keiji Shuto	Operating Officer Deputy Head of Manufacturing Division & Senior General Manager of Sanwa Plant & General Manager of Internal Affairs Department	Operating Officer Deputy Head of Manufacturing Division & Senior General Manager of Sanwa Plant

4. Personnel Changes of General Managers etc. (effective April 1, 2026)

Name	New Position	Current Position
Kei Kawahara	General Manager of Audiovisual Design Department; Product Management Division	Deputy General Manager of Product Planning Department & Manager of Audiovisual Planning Section; Product Management Division
Nobuaki Konno	General Manager of Procurement Department & Manager of Cost Control Section; Manufacturing Division	General Manager of Internal Affairs Department & Manager of Procurement Section; Manufacturing Division
Yusuke Takahashi	General Manager of Quality Assurance Department & Manager of Quality Control Section; Manufacturing Division	Manager of Quality Control Section; Manufacturing Division

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