

February 5, 2026

For Immediate Release

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## 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
<b>Akira Takahashi</b>	<b>Operating Officer</b> Senior General Manager of Parlor Business Department; Sales & Marketing Division	Senior General Manager of Parlor Business Department; Sales & Marketing Division
<b>Toru Sugiyama</b>	<b>Operating Officer</b> 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
<b>Takeshi Busujima</b>	<b>Senior Executive Operating Officer</b> Head of Information Technology Systems Division	<b>Executive Operating Officer</b> Head of Information Technology Systems Division
<b>Masahiro Akaishi</b>	<b>Senior Executive Operating Officer</b> Head of Administration Division & General Manager of General Affairs Department	<b>Executive Operating Officer</b> Head of Administration Division & General Manager of General Affairs Department
<b>Masaru Inoue</b>	<b>Executive Operating Officer</b> General Manager of Corporate Planning Department & Office Manager of Investor Relations Office	<b>Executive Operating Officer</b> 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
<b>Koji Hasegawa</b>	<b>Executive Operating Officer</b> Deputy Head of Product Management Division & Office Manager of IP Strategy Office	<b>Executive Operating Officer</b> Deputy Head of Product Management Division
<b>Junichi Tsutsumi</b>	<b>Executive Operating Officer</b> General Manager of Internal Affairs Department; Product Management Division	<b>Executive Operating Officer</b> General Manager of Product Management Department; Product Management Division
<b>Hideyuki Yoda</b>	<b>Executive Operating Officer</b> General Manager of Product Management Department; Product Management Division	<b>Executive Operating Officer</b> General Manager of Internal Affairs Department; Product Management Division
<b>Takashi Haneji</b>	<b>Executive Operating Officer</b> Supervising Purchasing Department ; Product Management Division	<b>Executive Operating Officer</b> General Manager of Purchasing Department; Product Management Division
<b>Keiji Shuto</b>	<b>Operating Officer</b> Deputy Head of Manufacturing Division & Senior General Manager of Sanwa Plant & General Manager of Internal Affairs Department	<b>Operating Officer</b> 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
<b>Kei Kawahara</b>	General Manager of Audiovisual Design Department; Product Management Division	Deputy General Manager of Product Planning Department & Manager of Audiovisual Planning Section; Product Management Division
<b>Nobuaki Konno</b>	General Manager of Procurement Department & Manager of Cost Control Section; Manufacturing Division	General Manager of Internal Affairs Department & Manager of Procurement Section; Manufacturing Division
<b>Yusuke Takahashi</b>	General Manager of Quality Assurance Department & Manager of Quality Control Section; Manufacturing Division	Manager of Quality Control Section; Manufacturing Division

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