

Announcement of Personnel Transfers

1. Appointment of Executive (As of Apr 1, 2026)

Name	New position	Previous position
Takashi Saito	Representative Director,Executive Vice President Executive Officer Chief Financial Officer(CFO) In Charge of Finance & Accounting Public Relations/IR	Representative Director,Executive Vice President Executive Officer Chief Financial Officer(CFO) In Charge of Finance & Accounting In Charge of CSR & Safety Control, Public Relations/IR General Manager, CSR & Safety Control Division
Tomoki Takaoka	Member of the Board of Directors, Senior Managing Executive Officer Chief Logistics Officer(CLO) In Charge of Sales In Charge of Purchasing & Logistics In Charge of Automotive Components Operations General Manager, Automotive Components Operations,	Member of the Board of Directors, Senior Managing Executive Officer Chief Logistics Officer(CLO) In Charge of General Affairs & Human Resources In Charge of Sales In Charge of Purchasing & Logistics General Manager, General Affairs & Human Resources Division
Minoru Ishikawa	Senior Managing Executive Officer In Charge of Human Resources In Charge of ESG General Manager, Human Resources Division General Manager, ESG Division	Senior Managing Executive Officer In Charge of Automotive Components Operations In Charge of China Operations General Manager, Automotive Components Operations, and General Manager, Suspension Headquarters,
Shozo Amano	Senior Managing Executive Officer In Charge of Production In Charge of Quality General Manager, Production Division General Manager, Quality Division	Managing Executive Officer In Charge of Production In Charge of Quality General Manager, Production Division General Manager, Quality Division
Manabu Akasaka	Senior Managing Executive Officer In Charge of Special Purpose Vehicles Division General Manager, Finance & Accounting Division General Manager, Special Purpose Vehicles Division	Managing Executive Officer In Charge of Special Purpose Vehicles Division General Manager, Finance & Accounting Division General Manager, Special Purpose Vehicles Division
Minoru Tamai	Managing Executive Officer In Charge of Hydraulic Components Operations General Manager, Hydraulic Components Operations	Deputy Managing Executive Officer In Charge of Hydraulic Components Operations General Manager, Hydraulic Components Operations
Toshimichi Izeki	Managing Executive Officer In Charge of 4W Components Headquarters In Charge of China Operations General Manager, 4W Components Headquarters, Automotive Components Operations	Deputy Managing Executive Officer General Manager, Sagami Plant, Hydraulic Components Operations
Kenji Yazaki	Managing Executive Officer In Charge of Corporate Planning In Charge of Digital Transformation General Manager, Corporate Planning Division General Manager, Digital Transformation Division	Deputy Managing Executive Officer In Charge of Corporate Planning In Charge of Digital Transformation Improvement General Manager, Corporate Planning Division General Manager, Digital Transformation Improvement Division
Atsushi Fujii	Deputy Managing Executive Officer Deputy General Manager, Hydraulic Components Operations	Deputy Managing Executive Officer In Charge of Engineering General Manager, Engineering Division Deputy General Manager, Hydraulic Components Operations
Yukio Yamabe	Deputy Managing Executive Officer In Charge of Aircraft Components Division General Manager, Sagami Plant, Hydraulic Components Operations	Deputy Managing Executive Officer In Charge of Aircraft Components Division General Manager, Aircraft Components Division
Tatsuya Sukegawa	Deputy Managing Executive Officer In Charge of Engineering In Charge of Electronics Development General Manager, Engineering Division	General Manager, Motorcycle Headquarters, Automotive Components Operations and President, KYB Motorcycle Suspension Co., Ltd.

2. Appointment of Executive (As of Late June, 2026)

Minoru Ishikawa	Member of the Board of Directors, Senior Managing Executive Officer In Charge of Human Resources In Charge of ESG General Manager, Human Resources Division General Manager, ESG Division	Senior Managing Executive Officer In Charge of Human Resources In Charge of ESG General Manager, Human Resources Division General Manager, ESG Division
Atsushi Fujii	Audit & Supervisory Board Member	Deputy Managing Executive Officer Deputy General Manager, Hydraulic Components Operations
Midori Kakiuchi	Audit & Supervisory Board Member	
Hiroyuki Hatano	Audit & Supervisory Board Member	
Osamu Kunihara	Retirement	Audit & Supervisory Board Member
Jyunko Watanabe	Retirement	Audit & Supervisory Board Member

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