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June 25, 2025

To Whom It May Concern

Company Name: TENMA CORPORATION  
 Representative: Hirohiko Hirono,  
 President and Representative  
 Director  
 (Prime Market of TSE, Securities  
 Code 7958)  
 Contact: Masaru Noritake  
 Director, in charge of General  
 Affairs Department  
 Phone: +81-3-3598-5511 (Main)

### Notice regarding Changes of Representative Director and Executive Officers

The Company hereby announces that the following decisions were made at our 77th Annual General Meeting of Shareholders held today and at the Board of Directors meeting held after the meeting.

#### 1. Newly appointment of Representative Director (effective June 25, 2025)

##### (1) Reasons for the appointment

To enhance the management system

##### (2) Details of the newly appointed Representative Director

Name	New Post	Current Post
Hiroshi Kaneda	Senior Managing Director and Representative Director	Director

##### (3) Career summary of newly appointed Representative Director

Name	Hiroshi Kaneda	
Date of birth	September 1, 1977	
Career summary	Feb. 2006	Representative Director, Spinshell, Inc. (current position)
	Nov. 2017	Joined the Company, General Manager, General Affairs Department at the Company
	Apr. 2018	Managing Executive Officer, and General Manager, New Business Development Office
	Aug. 2018	Representative Director, FHL Holdings Inc. (current position)
	Jun. 2019	Managing Director, in charge of General Affairs Department and Investor Relations, and General Manager, New Business Development Office of the Company
	Jun. 2020	Managing Executive Officer, General Manager, General Affairs Department and

	<p>General Manager, Digital Strategy Office</p> <p>Mar. 2021 Representative Director, K.K.Kaneda Kousan (current position)</p> <p>Jul. 2023 Managing Executive Officer, Deputy Executive General Manager, Sales Division and General Manager, Digital Strategy Department</p> <p>Jun. 2024 Director, Deputy Executive General Manager, Sales Division, in charge of Digital Strategy Department (current position)</p>
Number of shares held	199,771 [as of May 27, 2025]

## 2. New Director and Executive Officer Structure (effective June 25, 2025)

### (1) Directors

Name	Current Position
Hirohiko Hirono	<p>President and Representative Director</p> <p>Executive General Manager, Sales Division</p> <p>Member of the Nomination and Compensation Committee</p>
Hiroshi Kaneda	<p>Senior Managing Director and Representative Director</p> <p>Deputy Executive General Manager, Sales Division, in charge of Digital Strategy Department</p>
Yuichi Nagai	<p>Director</p> <p>Executive General Manager, Production Division and General Manager, Production Management Department</p>
Masaru Noritake	<p>Director</p> <p>General Manager, General Affairs Department</p>
Kenichi Hoshi	<p>Director</p> <p>Executive General Manager, Overseas Production Division</p>
Hirofumi Kurahashi	<p>Outside Director</p> <p>Chairperson of the Nomination and Compensation Committee</p>
Kazuhiko Hara	Director (Full-time Audit and Supervisory Committee Member)
Hiroataka Goto	Outside Director (Audit and Supervisory Committee Member)
Miyo Nishida	Outside Director (Audit and Supervisory Committee Member)
Shoji Matsuyama	<p>Outside Director (Audit and Supervisory Committee Member)</p> <p>Member of the Nomination and Compensation Committee</p>

### (2) Executive Officers

Name	Current Position
Shuji Kawamura	<p>Executive Corporate Officer</p> <p>Chairman, TENMA PRECISION (ZHONGSHAN) CO., LTD.</p>
Kazuharu Tateno	<p>Executive Corporate Officer</p> <p>General Manager, Industrial Sales Department and Mobility Sales Department</p>
Yoshiyuki Yanagisawa	<p>Corporate Officer</p> <p>Chairman, TENMA PRECISION (SHENZHEN) CO., LTD.</p>
Keisuke Fuchigami	<p>Corporate Officer</p> <p>General Manager, Sales Planning Department</p>

Takashi Sudo	Corporate Officer General Manager, Finance & Accounts Department
Naoto Suzuki	Corporate Officer General Manager, Corporate Planning Department