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November 27, 2025

Company name: GIKEN LTD.
Name of representative: Atsushi Ohira, President and CEO
(Securities code: 6289; TSE Prime Market)
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Notice Regarding Changes in Directors and Executive Officers

GIKEN LTD. (the “Company”) hereby announces that eight directors were elected at the 44th Ordinary General Meeting of Shareholders held on November 27, 2025. Following the conclusion of the meeting, the Board of Directors and the Audit & Supervisory Board resolved the new management structure as follows.

1. Election of Directors (as of November 27, 2025)

Name	New Position	Previous Position	Business Responsibility
Akio Kitamura* ²	Executive Chairman	Honorary Chairman	—
Atsushi Ohira* ¹	President and CEO	Same as left	—
Yusei Morino* ¹	Director Executive Operating Officer	Same as left	Development & Manufacturing Headquarters, Press-in Technologies Research & Development Center
Yoshihisa Fujisaki* ^{1*2}	Director Executive Operating Officer	Managing Operating Officer	Administration Headquarters
Shigeki Fukumaru* ^{1*2}	Director Executive Operating Officer	Managing Operating Officer	Press-in Method Promotion Business, Press-in Machine Business, Global Strategy Headquarters
Tomomi Hisamatsu	Outside Director	Same as left	—
Yoshimasa Sawa	Outside Director	Same as left	—
Kumiko Tanaka* ²	Outside Director	—	—

(Note) Directors marked with an asterisk (*1) concurrently serve as Delegated Executive Officers.

Directors marked with an asterisk (*2) are newly appointed directors.

2. Audit & Supervisory Board Members (Elected at the 42nd Ordinary General Meeting of Shareholders held on November 28, 2023)

Name	Position	Previous Position
Akihiko Yuno	Full-time Outside Audit & Supervisory Board Member	Same as left
Sayuri Matsuoka	Audit & Supervisory Board Member	Same as left
Ichiro Nao	Outside Audit & Supervisory Board Member	Same as left

3. Election of Delegated Operating Officers (as of November 27, 2025)

Name	Position	Previous Position	Business Responsibility
Takuya Yamamoto	Managing Operating Officer	Same as left	Concurrent Position Managing Director of Giken Europe B.V.
Tsuyoshi Tanouchi	Managing Operating Officer	Same as left	Administration Headquarters
Yasunobu Yananose	Managing Operating Officer	Same as left	Global Strategy Headquarters
Miki Minoda	Managing Operating Officer	Same as left	Press-in Machine Business

4. Election of Appointed Executive Officers (as of December 1, 2025)

Name	Position	Previous Position	Business Responsibility
Akihide Toyama	Operating Officer	Same as left	Development & Manufacturing Headquarters (Construction Solution Development, Product Development)
Ryo Hamamachi	Operating Officer	Same as left	Development & Manufacturing Headquarters (Production & Quality Management, Manufacturing)
Nobuki Mori	Operating Officer	Same as left	Press-in Machine Business
Koji Kajino	Operating Officer	Same as left	Press-in Method Promotion Business
Masakazu Morita	Operating Officer	Same as left	Global Strategy Headquarters
Shinsuke Okabayashi	Operating Officer	Same as left	Administration Headquarters
Naoto Minami	Operating Officer	Same as left	IR Promotion Department
Hiroyasu Matsumura	Operating Officer	Same as left	BX Promotion Department