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December 23, 2025

Notice Concerning Change of Representative Directors

CTI Engineering Co., Ltd. (the “Company”) hereby announces that it has resolved, at the Meeting of the Board of Directors held on December 23, 2025 to change the Company’s Representative Directors as described below. The Change of Representative Directors will be formally resolved at the Extraordinary Board of Directors after the General Meeting of Shareholders, subject to the election of Directors at the 63rd General Meeting of Shareholders to be held on March 27, 2026.

1.Names and job titles of newly appointed and retiring representative directors

Name	New position	Current position
Tetsumi Nakamura	Director, Chairman	<u>Representative</u> Director, Chairman
Naoto Suzuki	<u>Representative</u> Director, Senior Managing Executive Officer	Director, Senior Managing Executive Officer

2.Scheduled date of assuming office

March 27, 2026

3.Reason for change

To further promote the sustainable growth of the CTI Group and increase the value of company.

4.Career summary of newly appointed representative director

Name: Naoto Suzuki

Date of birth: November 22,1961

Career summary: May 1991 Joined the Company

March 2017 Executive Officer

April 2017 Deputy Chief, Administration Headquarters, General Manager, Personnel Div.

March 2020 Director (current position), Chief, Administration Headquarters

March 2022 Managing Executive Officer

March 2024 Senior Managing Executive Officer (current position), Chief, Planning & Business Development Headquarters (current position)

Number of shares held: 17,638 shares