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February 13, 2026

Company name: Kamigumi Co., Ltd.
Representative: Yoshihiro Fukai, President &
Representative Director
Stock code: 9364; TSE Prime Market
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**Kamigumi announces organizational changes and
changes in representative director, officers, and other posts**

Following a review by the Nomination and Remuneration Committee, the Board of Directors of Kamigumi Co., Ltd. (“Kamigumi” hereinafter) resolved to make the following organizational changes and changes in representative director, officers, and other posts at its meeting held February 13, 2026.

Regarding changes scheduled to take effect after the Ordinary General Meeting of Shareholders, plans call for formal decisions to be made at the Ordinary General Meeting of Shareholders scheduled for late June 2026 and at a subsequent Board of Directors meeting.

1. Organizational changes (effective April 1, 2026)

(1) Purpose

In addition to maximizing business revenue through means such as strengthening core businesses and making aggressive investments in growth businesses, Kamigumi recognizes that reinforcing management foundations that support growth potential and return on capital is essential to achieving the goals of the Medium-Term Management Plan 2030.

As part of the above efforts to reinforce management foundations, Kamigumi will rename certain Business Headquarters to Strategy Headquarters. This initiative is intended to promote a transition to an organizational structure that will serve as the basis for portfolio management to enable business-centered strategy formulation and revenue management, while maintaining the strengths built up under the current organizational framework centered on branches. In addition, given the increasing importance of Kamigumi’s 3PL business, which is driven by growing domestic demand, Kamigumi will establish a new organization dedicated to this business and thereby strive to further improve service levels and increase revenue.

Additionally, the transfer of the IR, SR Sect. reflects a review of the responsibilities of its section head.

(2) Specifics of organizational changes, organizational structure, etc.

- The 3PL Strategy Hq. will be established within the Sales organization.
- The Feed & Grain Business Hq. will be renamed the Feed, Grain & Bulk Cargo Strategy Hq, the Fruits & Vegetables Business Hq. will be renamed the Fruits & Vegetables Strategy Hq, and the Rice Business Hq. will be renamed the Rice Strategy Hq.
- The IR, SR Sect. will be transferred from the Financial Hq. to the Corporate Management Hq.

2. Changes in representative director, officers, and other posts (effective April 1, 2026)

(1) Change in representative director

① Reason for change

To further enhance the management structure

② Newly appointed representative directors

Name	After	Before
Koichi Hiramatsu	Representative Director Senior Managing Executive Officer Responsible for Sales (Metal & Energy Related Business) Responsible for Corporate Management	Director Senior Managing Executive Officer Responsible for Sales (Metal & Energy Related Business)
Yukihiro Nagata	Representative Director Senior Managing Executive Officer Responsible for Sales (West Japan)	Director Senior Managing Executive Officer Responsible for Sales (West Japan)
Kazuhisa Shiino	Representative Director Senior Managing Executive Officer Responsible for Sales (East & Central Japan)	Director Senior Managing Executive Officer Responsible for Sales (East & Central Japan)

③ Brief career summaries of newly appointed representative directors

Name	Koichi Hiramatsu	
Date of birth	July 1, 1956	
Origin	Hyogo Prefecture	
Highest educational attainment	Graduated from the Faculty of Economics, Hiroshima University of Economics	
Career summary	April 1981	Joined Kamigumi
	October 2008	Manager, Tokai Branch
	April 2014	Corporate Officer Manager, Fukuyama Branch
	June 2020	Director & Corporate Officer Responsible for Metal Business, Heavy Cargo & Energy Transportation Div. Responsible for Health & Safety
	April 2023	Director & Managing Executive Officer
	April 2025	Director & Senior Managing Executive Officer Responsible for Sales (Metal & Energy Related Business) (incumbent)
Number of shares held	18,557 shares	

Name	Yukihiro Nagata
Date of birth	March 17, 1957
Origin	Hyogo Prefecture
Highest educational attainment	Graduated from the School of Law, Senshu University

Career summary	April 1979	Joined Kamigumi
	March 2010	Manager, Tokuyama Branch
	April 2014	Corporate Officer Manager, Nagoya Branch
	June 2020	Director & Corporate Officer Responsible for the Global Business Hq., Sales & Marketing Headquarters, Port & Terminal Business Div.
	April 2023	Director & Managing Executive Officer
	June 2023	Managing Executive Officer
	June 2024	Director & Managing Executive Officer
	April 2025	Director & Senior Managing Executive Officer Responsible for Sales (West Japan) (incumbent)
Number of shares held	18,352 shares	

Name	Kazuhisa Shiino	
Date of birth	November 1, 1958	
Origin	Hyogo Prefecture	
Highest educational attainment	Graduated from the Faculty of Business and Economics, Kindai University	
Career summary	April 1981	Joined Kamigumi
	June 2013	Manager, Tokuyama Branch
	April 2014	Corporate Officer Manager, Tokuyama Branch
	June 2020	Director & Corporate Officer Manager, Nagoya Main Branch and Nagoya Branch Responsible for Chukyo Region, Sales & Marketing Headquarters, in charge of Tokuyama Branch
	April 2023	Director & Managing Executive Officer
	June 2023	Managing Executive Officer
	June 2024	Director & Managing Executive Officer
	April 2025	Director & Senior Managing Executive Officer Responsible for Sales (East & Central Japan) (incumbent)
Number of shares held	18,948 shares	

(2) Changes in corporate officers

① Newly appointed corporate officer

Name	After	Before
Isao Nishijima	Corporate Officer Manager, International Logistics Div. General Manager, 3PL Strategy Headquarters	Manager, Hanshin Office, International Logistics Div.

② Resigned corporate officers

Name	After	Before
Kazuhiro Yasuda	President & Representative Director, LIGHT CONSTRUCTION CO., LTD.	Corporate Officer Manager, Kobe Branch
Ikuo Maruyama	President & Representative Director, PIT Co., Ltd.	Corporate Officer Manager, Information Systems Dept.

③ Changes in corporate officers

Name	After	Before
Kazuya Maeda	Executive Officer President, Global Business Area / International Logistics Business Area	Executive Officer President, Global Business Area / International Logistics Business Area Manager, International Logistics Div.
Yasuhiro Kishino	Senior Corporate Officer General Manager, Financial Hq. Manager, Financial Management Dept.	Senior Corporate Officer General Manager, Financial Hq. Manager, Financial Management Dept. Manager, IR, SR Sect.
Hidemasa Maeda	Corporate Officer Manager, Kobe Branch	Corporate Officer Manager, Osaka Branch President & Representative Director, Izumi Sangyo Co., Ltd.
Toshihisa Maruoka	Corporate Officer Manager, Information Systems Dept.	Corporate Officer Manager, Internal Audit Dept.

(3) Changes in section heads

Name	After	Before
Yoshitaka Asai	Manager, Internal Audit Dept.	Manager, Tokuyama Branch
Takashi Iwashita	Manager, General Affairs Dept. Manager, Secretariat Dept. Manager, Public Relations Dept. Manager, IR, SR Sect.	Manager, General Affairs Dept. Manager, Secretariat Dept. Manager, Public Relations Dept.
Kazuki Oizumi	General Manager, Feed, Grain & Bulk Cargo Strategy Hq.	General Manager, Feed & Grain Business Hq. Manager, Kashima Branch
Masaki Uchino	General Manager, Rice Strategy Hq.	Manager, Niigata Branch
Hideo Masuda	Manager, Tomakomai Branch	Manager, Administration Department of Kashima Branch
Kenji Kawai	Manager, Kashima Branch	Manager, Shibushi Branch
Yukio Matsuda	Manager, Niigata Branch	Deputy Manager, Kobe Branch
Shingo Hara	Manager, Osaka Branch President & Representative Director, Izumi Sangyo Co., Ltd.	General Manager, Rice Business Hq.
Noritaka Kunihiro	Manager, Minooki Branch	Manager, Sales Department of Moji Branch
Yasuhiro Okada	Manager, Tokuyama Branch	Manager, Minooki Branch
Takayoshi Shinohara	Manager, Yahata Branch	Manager, Administration Department of Yahata Branch
Eiji Katayama	Manager, Shibushi Branch	Manager, Tomakomai Branch

Name	After	Before
Shingo Taniguchi	Advisor*, Japan Port Industry Co., Ltd.	Manager, Yahata Branch
Takashi Gozatani	President & Representative Director, Kamigumi Air Service Co., Ltd.	Manager, Sales Section 2, Sales Unit 2 of Hanshin Office, International Logistics Div.
Katsuyuki Hamada	Manager, Hanshin Office, International Logistics Div.	Manager, Sales Unit 2 of Hanshin Office, International Logistics Div.

* Plans call for Shingo Taniguchi to take office as President & Representative Director, Japan Port Industry Co., Ltd., effective May 1, 2026.

3. Changes scheduled to take effect after the Ordinary General Meeting of Shareholders (scheduled for late June 2026)

(1) Candidates for newly appointed Directors

Name	After	Before
Kazuya Maeda	Director & Executive Officer President, Global Business Area / International Logistics Business Area	Executive Officer President, Global Business Area / International Logistics Business Area
Hiroaki Hattori	External Director	—

* Career summary of candidate for newly appointed External Director

Name	Hiroaki Hattori	
Date of birth	December 4, 1956	
Career summary	April 1980	Joined Taiyo Kobe Bank (now Sumitomo Mitsui Banking Corporation)
	April 2010	Corporate Officer / General Manager, Kobe Corporate Banking Office
	April 2012	Managing Executive Officer
	June 2015	Representative Director and Deputy President, also serving as Deputy President Executive Officer, The Minato Bank, Ltd.
	April 2016	Representative Director and President, also serving as CEO
	April 2018	Representative Director, the Kansai Mirai Financial Group, Inc.
	April 2021	Representative Director and Chairperson, The Minato Bank, Ltd.
	May 2021	Chairperson, Kobe Association of Corporate Executives
	June 2021	External Auditor, Osaka Small and Medium Business Investment & Consultation Co., Ltd. (incumbent)
	March 2023	External Director, ES-CON JAPAN Ltd. (incumbent)
	April 2025	Special Advisor, The Minato Bank, Ltd. (incumbent)

(2) Director scheduled to resign

Name	After	Before
Osamu Hosaka	—	External Director

Board of Directors and business execution structure effective April 1, 2026**1. Board of Directors**

(1) Effective April 1, 2026

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	Chairman & Representative Director	Chief Executive Officer (CEO), Chairman of the Board of Directors
Norihito Tahara	President & Representative Director	President and Chief Operating Officer (COO)
Koichi Hiramatsu	Representative Director	Senior Managing Executive Officer
Yukihiro Nagata	Representative Director	Senior Managing Executive Officer
Kazuhisa Shiino	Representative Director	Senior Managing Executive Officer
Osamu Hosaka	External Director	—
Harumi Matsumura	External Director	—
Kazuyo Yunoki	External Director	—
Toshihiro Horiuchi	Audit & Supervisory Board Member (Full-Time)	—
Ai Kuroda	External Audit & Supervisory Board Member	—
Tomokazu Hideshima	External Audit & Supervisory Board Member	—
Shoko Sasaki	External Audit & Supervisory Board Member	—

(2) Scheduled to take effect in late June 2026

Name	Title	Duties and concurrent posts
Yoshihiro Fukai	Chairman & Representative Director	Chief Executive Officer (CEO), Chairman of the Board of Directors
Norihito Tahara	President & Representative Director	President and Chief Operating Officer (COO)
Koichi Hiramatsu	Representative Director	Senior Managing Executive Officer
Yukihiro Nagata	Representative Director	Senior Managing Executive Officer
Kazuhisa Shiino	Representative Director	Senior Managing Executive Officer
Kazuya Maeda	Director	Executive Officer
Harumi Matsumura	External Director	—
Kazuyo Yunoki	External Director	—
Hiroaki Hattori	External Director	—
Toshihiro Horiuchi	Audit & Supervisory Board Member (Full-Time)	—
Ai Kuroda	External Audit & Supervisory Board Member	—
Tomokazu Hideshima	External Audit & Supervisory Board Member	—
Shoko Sasaki	External Audit & Supervisory Board Member	—

2. Executive officers (effective April 1, 2026)

Name	Title	Duties and concurrent posts
* Norihito Tahara	President	Chief Operating Officer (COO)
* Koichi Hiramatsu	Senior Managing Executive Officer	Responsible for Sales (Metal & Energy Related Business) Responsible for Corporate Management
* Yukihiro Nagata	Senior Managing Executive Officer	Responsible for Sales (West Japan)
* Kazuhisa Shiino	Senior Managing Executive Officer	Responsible for Sales (East & Central Japan)
Satoru Kunieda	Executive Officer	President, Sustainable & Corporate Planning Area Manager, Corporate Sustainability Sect.
Kazuya Maeda	Executive Officer	President, Global Business Area / International Logistics Business Area
Kohei Mori	Executive Officer	President, Harbor Transport Business Area (East Japan)
Hiroyoshi Matsuzaki	Executive Officer	President, Metal & Energy Related Business Area
Mitsuhiko Hase	Executive Officer	President, Port & Terminal Business Area President, Harbor Transport Business Area (West Japan)
Yoshiyuki Hamada	Executive Officer	President, Harbor Transport Business Area (Central Japan) Manager, Nagoya Branch
Takaki Sora	Executive Officer	General Manager, Corporate Management Hq. Manager, Digital-Transformation Promotion Sect.
Yasuhiro Kishino	Senior Corporate Officer	General Manager, Financial Hq. Manager, Financial Management Dept.
Atsushi Sasaki	Senior Corporate Officer	Vice President, Harbor Transport Business Area (Kyushu) Manager, Fukuoka Branch
Masatoki Shimonishi	Senior Corporate Officer	Manager, Tokyo Branch
Kazuhiko Matsuo	Corporate Officer	Manager, Oita Branch
Seiji Ozoe	Corporate Officer	General Manager, Global Business Hq.
Hidemasa Maeda	Corporate Officer	Manager, Kobe Branch
Toshiyuki Ueda	Corporate Officer	Manager, Heavy Cargo & Energy Transport Div.
Yasunari Tanaka	Corporate Officer	Manager, Human Resources Dept.
Kenji Miura	Corporate Officer	General Manager, Fruits & Vegetables Strategy Hq.
Toshihisa Maruoka	Corporate Officer	Manager, Information Systems Dept.
Isao Nishijima	Corporate Officer	Manager, International Logistics Div. General Manager, 3PL Strategy Hq.

Note: Executive officers denoted with “*” serve concurrently as Directors.

(Annex 2)

Company organizational chart effective April 1, 2026

