



February 18, 2026

Seibu Giken Co., Ltd.
 Fumio Kuma, Representative Director, Executive President
 (Ticker code: 6223, TSE Standard)
 Inquiries: Miwa Hirakawa,
 Director, Senior Executive Officer, Corporate Management Operations
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Notice Concerning Personnel Changes of Director and Executive Officers

Seibu Giken Co., Ltd. ("the Company") hereby announces that its Board of Directors has resolved at a meeting held today to change the Director and Executive Officers as described below. Personnel for directors will be officially decided upon after the approval of the 61th Ordinary General Meeting of Shareholders to be held on March 27, 2026.

Change of Directors (Effective as of March 27, 2026)

Candidate for newly appointed Directors

Name	New Title	Present Title
Keisuke KIDA	Director, Senior Executive Officer, Chief Strategy Officer	Senior Executive Officer, Chief Strategy Officer, Solution Division

Director scheduled to retire

Name	Present Title
Makoto SHIMOZONO	Director, Managing Executive Officer, Business Management

Change of Executive Officers (Effective as of March 27, 2026)

Executive Officer scheduled to retire

Name	Present Title
Kei SUMITA	Executive Officer, After Sales Service Division

Reference

Planned executive structure after the 61th Ordinary General Meeting of Shareholders

(Personnel for directors will be officially decided upon after the approval of the 61th Ordinary General Meeting of Shareholders to be held on March 27, 2026.

Directors (excluding Audit Committee Members)

Name	Title
Fumio KUMA	Representative Director, Executive President
Miwa HIRAKAWA	Director, Senior Executive Officer, Corporate Management Operations
Keisuke KIDA	Director, Senior Executive Officer, Chief Strategy Officer

Directors (Audit Committee Members)

Name	Title
Takashi TANABE	Director and Full-time Audit Committee Member
Kenji UCHIDA	Independent Director (Audit Committee Member)
Nobutoshi ICHIMARU	Independent Director (Audit Committee Member)

Executive Officers (excluding Directors; Employment type)

Name	Title
Mototsugu NAGAMATSU	Executive Officer, Thailand Business
Takashi FUJIKAWA	Executive Officer, After Sales Service Division
Koji INOUE	Executive Officer, Development Division
Hideki INOUE	Executive Officer, New Business Creation Office
Kazuhiko KAWAGUCHI	Executive Officer, Solution Division

Note:

This document is a translation of the original Japanese version and provided for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.