

February 18, 2026

To whom it may concern:

Company name: KAMEDA SEIKA CO., LTD.  
Name of representative: Masanori Takagi, President & COO  
(Securities code: 2220; Prime Market of the Tokyo Stock Exchange)  
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### Notice Concerning Redefinition of Executive Directors' Roles for Execution of the Medium-Term Business Plan

KAMEDA SEIKA CO., LTD. (the "Company") hereby announces that it has resolved, at a meeting of the Board of Directors held on February 18, 2026, to change the position of executive directors charged with business execution and redefine and clarify the roles of them with a view to executing the Medium-Term Business Plan announced in November 2025 and further increasing its corporate value.

#### 1. Reason for redefinition of roles

In its "Medium-to-Long-Term Growth Strategy 2030 Update" announced on November 10, 2025, the Group clearly stated its aims of sustainable growth and corporate value increase.

In the process, the Company has redefined and clarified the roles of its executive directors charged with business execution with a view to overcoming the changes in its rapidly evolving management environment and enhancing its strategy execution capabilities, and improving management transparency and speed. Through this redefinition, the Company intends to further strengthen corporate governance and increase its corporate value.

Furthermore, this redefinition will entail the abolition of the chief officer system.

#### 2. Details of changes in positions and redefinition of roles of directors (clarification of areas of responsibility)

Name	Current position	New position	Role (area of responsibility)
Lekh Raj Juneja	Representative Director, Chairman & CEO	Representative Director, Chairman	Presides over the Board of Directors, and as Chairman of the Board of Directors, supervises strengthening of corporate governance, realization of the corporate vision, and execution of medium-to-long-term management strategy. In charge of increasing Board of Directors' efficiency, external engagement with industry organizations, local governments, government agencies and others, and research and development strategy.
Masanori Takagi	Representative Director, President & COO	Representative Director, President	Responsible for overall business execution. In charge of management strategy, business strategy, sales strategy, production strategy, product strategy, human resource strategy, procurement strategy, IT strategy, Group company policy, IR and SR strategy.
Akira Kobayashi	Senior Managing Director & CFO	Senior Managing Director	Responsible for finance, accounting, capital, and overall corporate management. In charge of financial strategy, capital policy, and corporate management.
Naoko Koizumi	Managing Director In charge of Sustainability	Managing Director	Responsible for sustainability. In charge of sustainability strategy.