

Disclaimer: This document is an English translation of the original document in Japanese and has been prepared solely for reference purposes. In the event of any discrepancy between this English translation and the original in Japanese, the original shall prevail in all respects.



February 20, 2026

Company: Harmonic Drive Systems Inc.
 Representative: Akira Maruyama, President,
 Representative Director
 (Code number: 6324 Tokyo Stock Exchange Standard Market)
 Contact: Tetsuya Shiokawa, Executive Officer
 Phone: +81-3-5471-7810

Notice Regarding New Business Execution Structure

Harmonic Drive Systems Inc. (hereinafter “the Company”) hereby announces that, at the meeting of the Board of Directors held on February 20, 2026, the Company resolved as follows regarding its business execution structure effective on and after April 1, 2026.

1. New Business Execution Structure

	Position	Name	New Responsibility	Current Responsibility
Reappointed	Chairperson and Executive Officer (Unchanged)	Akira Nagai	Group Management	Group Management
Reappointed	President and Chief Executive Officer (Unchanged)	Akira Maruyama	Chief Executive Officer	Chief Executive Officer
Reappointed	Senior Managing Executive Officer (Unchanged)	Kazutoshi Kamijoh	Chief Financial Officer	Chief Financial Officer
Reappointed	Managing Executive Officer	Minoru Asano	Assistant to the President	General Manager of Supply Chain
Reappointed	Executive Officer (Unchanged)	Tetsuo Ikuta	Head of Public Relations	Head of Public Relations
Reappointed	Executive Fellow Officer (Chief Technical Officer) (Unchanged)	Yoshihide Kiyosawa	In Charge of Engineering and Quality; General Manager of Quality Assurance Division	In Charge of Engineering and Quality; General Manager of Quality Assurance Division
Reappointed	Executive Officer	Yoshihiro Tanioka	Assistant to the President	Executive Officer In Charge of Development and Engineering and Head of the Company-Wide Cost Innovation Project

	Position	Name	New Responsibility	Current Responsibility
Reappointed	Executive Officer (Unchanged)	Michiya Yashiro	General Manager of Risk Management	General Manager of Risk Management
Reappointed	Executive Officer (Unchanged)	Naomi Shirasawa	In Charge of Marketing and Sales; General Manager of Domestic Sales	In Charge of Marketing and Sales; General Manager of Domestic Sales
Reappointed	Executive Officer (Unchanged)	Makiko Ono	Head of Sustainability, Corporate Planning, and Investor Relations	Head of Sustainability, Corporate Planning, and Investor Relations
Reappointed	Executive Officer	Tsuyoshi Awaduhara	In Charge of Supply Chain and Production Planning; General Manager of Supply Chain	In Charge of Production, Production Planning; General Manager of First Production Division
Reappointed	Executive Officer	Hiroki Hanaoka	In charge of Production Technology and Product Information Management; General Manager of Production Technology	General Manager of Production Technology
Reappointed	Executive Officer (Unchanged)	Osamu Asakura	General Manager of Administration, Human Resource and Environmental Management Representative	General Manager of Administration, Human Resource and Environmental Management Representative
Reappointed	Executive Officer	Shizuka Yata	General Manager of Research and Development	Head of Harmonic Drive Laboratory
Reappointed	Executive Officer (Unchanged)	Tetsuya Shiokawa	General Manager of Corporate Planning and Head of Business Development	General Manager of Corporate Planning and Head of Business Development
Newly appointed	Executive Officer	Isao Mimura	In charge of Production; General Manager of First and Second Production Division and Head of the Company-Wide Cost Innovation Project	General Manager of Second Production Division

*Minoru Asano will assume the position of Managing Executive Officer, Assistant to the President, effective April 1, 2026. He is scheduled to retire from the position of Managing Executive Officer upon the expiration of his term in mid-June 2026, and, subject to the approval of the resolutions of the Ordinary General Meeting of Shareholders, to be appointed as a Full-time Audit & Supervisory Board Member.

*Yoshihiro Tanioka will assume the position of Executive Officer, Assistant to the President, effective April 1, 2026. He is scheduled to retire from the position of Executive Officer upon the expiration of his term in mid-June 2026 and to be appointed as Technical Advisor.