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Tech Driven Disclosure
for Growth



June 22, 2026

Company name: TAKARA & COMPANY LTD.
Representative: AKUTSU Seiichiro
President and Representative Director
(Securities Code: 7921; TSE Prime Market)
Contact: NAKAGOME Katsuji
Managing Executive Officer,
in charge of General Affairs Dep.
(Phone: +81-3-3971-3260)

Notice Concerning Organizational and Personnel Changes

TAKARA & COMPANY LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors of the Company held on June 22, 2026, it has resolved to make organizational and personnel changes, as described below.

1. Organizational changes

(1) Reorganization

- i. The Company will newly establish the Cross Border Sales Promotion Office within the Corporate Planning Department.
- ii. The Company will change the name of the Information Planning Department to the Corporate IT Department.

(2) Reorganization date

Effective July 1, 2026

2. Personnel changes

(1) Change in duties delegated to Executive Officer

New Position	Current Position	Name
Managing Executive Officer, General Manager, CSR Department, in charge of General Affairs Department, and <u>in charge of Personnel Department</u>	Managing Executive Officer, General Manager, CSR Department, <u>General Manager, Personnel Department</u> , and in charge of General Affairs Department	NAKAGOME Katsuji

(2) New Executive Officers (effective July 1, 2026)

New Position	Current Position	Name
<u>Executive Officer, Administrative Manager, Corporate Planning Department, and Head of Cross Border Sales Promotion Office</u>	<u>Executive Officer, General Manager, Disclosure & IR Business Department II, and in charge of Sapporo Sales Office of Takara Printing Co., Ltd.</u>	WATANABE Satoshi
<u>Executive Officer, General Manager, Corporate IT Department,</u>	<u>Deputy General Manager, ICT Solutions Department and Manager, System Infrastructure Section, ICT Solutions Department of Takara Printing Co., Ltd.</u>	MURAKOSHI Takashi

(3) Retiring Executive Officer (effective June 30, 2026)

SAKAMOTO Nobuyasu, Executive Officer and General Manager, Information Planning Department

(4) General personnel (effective July 1, 2026)

New Position	Current Position	Name
<u>General Manager, Personnel Department</u>	<u>Deputy General Manager, Personnel Department</u>	KUSAKA Makoto