September 17, 2026

Company Name: Hakuto Co., Ltd.
Representative: Tamaki Miyashita
President & Chief Executive Officer
(Securities code: 7433, Prime Market, Tokyo Stock Exchange)
Contact: Masanobu Nakatsukasa
General Manager of HR Solutions Dept.
(TEL +81-3-3225-8920)

Notice Regarding Personnel Changes of Directors and V.P. & Executive Managing Officer

Hakuto Co., Ltd. hereby announces that its Board of Directors, at a meeting held on September 17, 2026, resolved to make the following changes to the areas of responsibility of certain Directors and V.P. & Executive Managing Officers, effective October 1, 2026.

These changes are being made in conjunction with a review of the organizational structure aimed at further strengthening collaboration between business strategy and corporate functions, thereby enhancing the Company's ability to address management challenges and execute its business strategies.

Details:(Effective October 1, 2026)

Name	New Title	Current Title
Ken Ebihara	Director, V.P. & Executive Managing Officer, Unit Manager of Corporate Intelligence Unit, General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit and in charge of Risk Management	Director, V.P. & Executive Managing Officer, Unit Manager of Corporate Intelligence Unit, General Manager of Corporate Planning Department, General Manager of Financial & Accounting Department and Unit Manager of Global Business Unit and in charge of Risk Management
Tsutomu Matsuura	V.P. & Executive Managing Officer, Deputy Unit Manager of Corporate Intelligence Unit	V.P. & Executive Managing Officer, Supervisor, Business Planning Office