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Notice of Organizational Restructuring

Hirata Corporation announces the organizational restructuring effective April 1, 2026.

I. Organizational Restructuring (effective April 1, 2026)

<Purpose>

In line with our current business conditions and to further enhance the likelihood of achieving the goals set forth in our medium-term management plan, we will implement a reorganization of our corporate structure.

Through this restructuring, we aim to establish an organizational structure that enables swift and accurate management decision-making by clarifying the roles, authority, and responsibilities of each unit and strengthening governance.

<Details of the Changes>

1. A new Corporate Planning Unit will be established under the direct supervision of the President, and the Corporate Planning Department will be placed under this unit.
Additionally, a new Business Promotion Department will be established within the same unit and will be structured as a matrix organization that cuts across three divisions: the Corporate Planning Unit, the Business Headquarters, and the Group Business Headquarters (as described in item 8).
2. A new Digital Transformation Promotion Unit will be established under the direct supervision of the President, and the Information System Department will be placed under this unit. A new Digital Transformation Promotion Department will also be established within this unit.
3. A new Business Development Center will be established under the direct supervision of the President, and under this center, a Marketing Department and Products Sales Department will be newly established.
4. Within the Business Headquarters, #2 Business Unit, #2 Kumamoto Business Division, a new #3 Engineering Department will be established.
5. Within the Business Headquarters, #2 Business Unit, Kansai Business Division, the Engineering Department will be abolished, and a new #1 Engineering Department and #2 Engineering Department will be established.
6. Within the Business Headquarters, #3 Business Unit, #1 Equipment Business Division, the Biotechnology Equipment Department will be renamed the Medical Device Department.

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7. The Global Business Headquarters (Global Sales Department, Mass-Production Products Promotion Department, Digital System Engineering Department, Advanced Design Solution Department, Business Promotion Department) will be abolished.
 8. A new Group Business Headquarters will be established and will oversee all domestic and overseas affiliated companies.
 9. Within the Administration Division, a new #1 Corporate Unit will be established, overseeing the Human Resources Department, Corporate Communication Department, Finance & Accounting Department, and Intellectual Property Department.
 10. Within the Administration Division, a new #2 Corporate Unit will be established, overseeing the Legal & Compliance Department, General Affairs Department, and Secretariat Office.

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