



February 10, 2026

To Shareholders

Company name: MITSUBA Corporation
 Name of representative: Sadami Hino,
 Representative Director, President
 Securities code: 7280 Prime Market of Tokyo Stock Exchange
 Inquiry: Yasutaka Iio, Operating Officer and
 General Manager of Human Resources Dept.
 Tel: +81-277-52-0350

Notice Regarding Personnel Changes

Effective April 1, 2026, the personnel changes will be implemented as follows:

Description

1. Effective Date

April 1, 2026

2. Officer Personnel

[New]

Name	New position	Current position
Iori Hino	Operating Officer	President of Corporacion Mitsuba de Mexico, S. A. de C. V.
Kazuhiro Kawata	Operating Officer	Plant Manager of Tomioka Plant

[Changes in Officer Titles and Responsibilities] (Changes are underlined)

Name	New Positions and Responsibilities	Current position and current job
Takeshi Yamazaki	Senior Managing Officer	Senior Managing Officer
	Deputy Chief of Business Management, <u>Business Management</u>	Deputy Chief of Business Management, <u>Chief of Electrification Solutions Business Management</u>
Yusuke Ichikawa	Operating Officer	Operating Officer
	<u>Internal Audit</u>	<u>President of Mitsuba India Pvt. Ltd.</u>
Kiyotaka Yoshida	Operating Officer	Operating Officer
	<u>Marketing and Sales</u>	<u>Chief of Purchasing</u>
Takashi Shimura	Operating Officer	Operating Officer
	<u>Production Engineering,</u> <u>Quality Assurance</u>	<u>Production</u>

Name	New Positions and Responsibilities	Current Position and Current Responsibilities
Hirokazu Shoda	Operating Officer	Operating Officer
	<u>Chief of Electrification Solutions Business Management</u>	<u>Electrification Solutions Business Management</u>
Tomohiko Ikemori	Operating Officer	Operating Officer
	<u>Automobile Parts Development, New Business Planning</u>	<u>Automobile Parts Development, Business Management</u>
Iori Hino	Operating Officer	<u>President of Corporacion Mitsuba de Mexico, S. A. de C. V.</u>
	<u>President of Corporacion Mitsuba de Mexico, S. A. de C. V.</u>	—
Kazuhiro Kawata	Operating Officer	<u>Plant Manager of Tomioka Plant</u>
	<u>Production</u>	—

3. Manager Personnel

[New]

Name	New position	Current position
Chihiro Horikoshi	General Manager of Corporate Planning Department	Deputy General Manager of Corporate Planning Department
Ippei Hosoi	General Manager of Quality Assurance Department	Director of Mitsuba India Pvt. Ltd.
Ryuichi Takakusagi	General Manager of ICT Digital Promotion Department	Deputy General Manager of Research & Technical Development Department
Masaki Oshima (Concurrent post)	Operating Officer and General Manager of Marketing & Sales Department 1	Operating Officer
Yoshitaka Urano	General Manager of Automobile Parts Development Department 2	Deputy General Manager of Automobile Parts Development Department 2
Atsushi Miyaki	General Manager of Motorcycle Development Department 2	Manager of Motorcycle Development Department 2, Development Section 1
Makoto Ogiwara	General Manager of New Business Planning Department	Manager of Business Management Department, New Business Planning Section
Tetsuya Nara	General Manager of Mechatronics Design & Production Department	Deputy General Manager of Mechatronics Design & Production Department
Yoshihiro Namba	General Manager of Purchasing Planning Department	President of Mitsuba Philippines Corporation
Yoichi Nishiba	General Manager of Supply Chain Management Department	Deputy General Manager of Supply Chain Management Department

[Transfer]

Name	New position	Current position
Kazunori Komori	General Manager of Purchasing Department	General Manager of Automobile Parts Development Department 2
Kazuhiro Kawata (Concurrent post)	Operating Officer and Plant Manager of Niisato Plant	Plant Manager of Tomioka Plant
Junichi Amanuma	Plant Manager of Tomioka Plant	General Manager of Mechatronics Design & Production Department

For reference

Executive Structure as of April 1, 2026

[Directors]

Name	Title
Sadami Hino	Representative Director, President
Nobuyuki Take	Representative Director
Takeshi Yamazaki	Director
Masahiko Sugiyama	Director
Hideo Imai	Audit & Supervisory Committee Member
Shigeki Dantani	Audit & Supervisory Committee Member (External)
Hiroaki Tanji	Audit & Supervisory Committee Member (External)
Yoko Nakai	Audit & Supervisory Committee Member (External)

[Operating Officers]

Name	Title
Sadami Hino	President, Chief Executive Officer
Nobuyuki Take	Executive Vice President, Executive Officer
Takeshi Yamazaki	Senior Managing Officer
Masahiko Sugiyama	Managing Officer
Ryu Saito	Managing Officer
Koji Mizuno	Managing Officer
Hideaki Komiya	Managing Officer
Isei Ko	Operating Officer
Yusuke Ichikawa	Operating Officer
Tsutomu Idei	Operating Officer
Kiyotaka Yoshida	Operating Officer
Yoshiaki Takei	Operating Officer
Hitoshi Ono	Operating Officer
Takashi Shimura	Operating Officer

Name	Title
Niichi Yoshida	Operating Officer
Hirokazu Shoda	Operating Officer
Hideki Horiuchi	Operating Officer
Takayuki Fukuda	Operating Officer
Masaki Oshima	Operating Officer
Tomohiko Ikemori	Operating Officer
Yasutaka Iio	Operating Officer
Hitoshi Otsuki	Operating Officer
Iori Hino	Operating Officer
Kazuhiro Kawata	Operating Officer