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February 13, 2026

Company name : HISAKA WORKS, LTD.
Name of representative : Toshiya Usami
Director, President and CEO
(Securities Code: 6247
Prime Market in Tokyo Stock Exchange)
Inquiries : Hiroshi Hatano
Director, Senior Executive Officer,
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Notice Regarding Nomination of New Director Candidates, Personnel Changes, and Organizational Changes

We hereby announce that the Board of Directors, at its meeting held today, resolved, based on the recommendations of the Nomination and Compensation Committee, to nominate new director candidates for the 97th Annual General Meeting of Shareholders scheduled to be held in late June 2026, and to implement personnel and organizational changes effective April 1, 2026.

1. New Director Candidates (Late June 2026)

Director : Masataka Matsuda (Current Position : Executive Officer, General Manager of Corporate Planning Division and Corporate Strategy Department)

2. Changes in Directors (Effective April 1, 2026)

Name	New Position	Current Position
Akihito Adachi	Director and Senior Managing Executive Officer in charge of Technological Development	Director and Senior Managing Executive Officer in charge of Sales and Technological Development

3. Changes in Executive Officers (Effective April 1, 2026)

Name	New Position	Current Position
(*) Masataka Matsuda	Senior Executive Officer in charge of Sustainability, Sales and General Manager of Corporate Planning Division	Executive officer General Manager of Corporate Planning Division and Corporate Strategy Department
Yoichi Hamada	Senior Executive Officer Manager of Konoike Plant and in charge of Special Assignments from the President	Senior Executive Officer Manager of Konoike Plant
Yoshiaki Imano	Senior Executive Officer in charge of Human Resources and General Affairs, Manager of Ikoma Plant and General Manager of Corporate Management Division	Senior Executive Officer in charge of Sustainability, Human Resources and General Affairs, Manager of Ikoma Plant and General Manager of Corporate Management Division

(*) indicates newly appointed Senior Executive Officer.

4. Changes in Department Managers (Effective April 1, 2026)

Name	New Position	Current Position
Yoshiyuki Adachi	Corporate Management Division Manager of Enhance Well-Being Section (With the rank of General Manager)	Process Engineering Division Deputy General Manager of Business Planning & Promotion Section
Yasuo Ishio	Valve Division Manager of Business Planning & Promotion Section (With the rank of General Manager)	Valve Division General Manager of Manufacturing Department

5. Organizational Changes (Effective April 1, 2026)

Positioning sustainability as a core element of management strategy contributing to the enhancement of corporate value, the Corporate Sustainability Section will be transferred from the Corporate Management Division to the Corporate Planning Division to promote it in conjunction with medium-term business plans and business strategies.

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[Attachment]

Positions and Assigned Duties of Officers

Late June 2026

Name	Position	Assigned Duties
Toshiya Usami	Representative Director President and CEO	
Akihito Adachi	Director Senior Managing Executive Officer	In charge of Technological Development
Hiroshi Hatano	Director Senior Executive Officer	In charge of Administration, Corporate Strategy, IR fields, Ome Plant and Tokyo Branch
(*) Masataka Matsuda	Director Senior Executive Officer	In charge of Sustainability and Sales, General Manager of Corporate Planning Division
Koji Mizumoto	Outside Director	
Yuko Tsuno	Outside Director	
Emiko Ikigoshi	Outside Director	
Naoto Hattori	Director (Audit and Supervisory Committee Member)	
Akira Nakai	Outside Director (Audit and Supervisory Committee Member)	
Noriyuki Fujita	Outside Director (Audit and Supervisory Committee Member)	

(*) indicates newly appointed Director.

Positions and Assigned Duties of Executive Officers

Name	Position	Assigned Duties
Toru Tanaka	Senior Executive Officer	General Manager of Global Management Division
Yoichi Hamada	Senior Executive Officer	Manager of Konoike Plant and in charge of Special Assignments from the President
Yoshiaki Imano	Senior Executive Officer	In charge of Human Resources and General Affairs, Manager of Ikoma Plant, General Manager of Corporate Management Division
Kenji Sakai	Executive officer	General Manager of Heat Exchanger Division
Masaki Nagano	Executive officer	General Manager of Technical & Development Division and New Business Promotion Department
Eiji Nakanishi	Executive officer	General Manager of Process Engineering Division
Akio Suzuki	Executive officer	General Manager of Valve Division

[Attachment]

【Organizational Chart】

(Effective April 1, 2026)

