



February 26, 2026

Company Name: Hakuto Co., Ltd.  
Representative: Tamaki Miyashita  
President & Chief Executive Officer  
(Securities code: 7433, Prime Market, Tokyo Stock Exchange)  
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## Notice Regarding Organizational and Personnel Changes

Hakuto Co., Ltd. hereby announces that it will implement the following organizational changes and personnel changes effective April 1, 2026, pursuant to the resolution of its Board of Directors adopted on February 26, 2026.

### I. Organizational Changes

#### (1) Device Business

##### 【Innovation Device Company】

##### [Second Marketing Division]

Rename First Marketing Dept. to the Marketing Department.

Rename the Technical & Marketing Department to the Technical Department.

Establish a new SCM Promotion Department.

Rename Second Marketing Dept. to First Sales Dept.

Reorganize the First Marketing Dept., Third Marketing Group as Second Sales Dept.

##### 【Solution Device Company】

Integrate Nagoya First Sales Dept. and Nagoya Second Sales Dept. under First Sales Division and establish the Nagoya Sales Department.

##### [Overseas Device Business]

Establish a new Overseas Device Business Office.

#### (2) System Innovation Company

- Establish First Solution Division and Second Solution Division within the System Innovation Company.

##### [First Solution Division]

Transfer the Semiconductor & Scientific Solutions Sales Department, Vacuum & Fab Solutions Sales Department, Kansai Sales Department, and Vacuum & Fab Solutions Technical Department to this Division.

Transfer the Fine Process Solutions Technical Department to this Division and rename it to the Semiconductor & Scientific Solutions Technical Department.

[Second Solution Division]

Transfer the Laser Solutions Sales Department, Printed Circuit Board Solutions Sales Department, and Printed Circuit Board Solutions Technical Department to this Division.

Transfer the Fine Process Solutions Technical Department, Technical Group III to this Division and reorganize it as the Laser Solutions Technical Department.

(3) Business Incubation Center

- Establish a new Office & Energy Solutions Department.
- Reorganize the System Development Group as the System Development Department.

(4) Chemical Solutions Company

- Abolish the Sales Engineering Department within the Sales Division.

II. Personnel Changes (as of April 1, 2026)

Details:

Name	New Title	Current Title
Kengo Aisa	General Manager, Legal Department, ESG Management Promotion Unit	Deputy General Manager, Legal Department, ESG Management Promotion Unit
Takashi Karube	Hakuto Logistics Co., Ltd. and Office Manager, Isehara Office, ESG Management Promotion Unit, Hakuto Co., Ltd.	Hakuto Logistics Co., Ltd.
Hiroki Ito	General Manager, Marketing Department Two, First Marketing Division, Innovation Device Company	Manager, First Sales Group, Fourth Kansai Sales Department, Second Sales Division, Solution Device Company
Shinobu Saito	General Manager, Marketing Department Three, First Marketing Division, Innovation Device Company	Manager, Third Marketing Group, Marketing Department One, Second Marketing Division, Innovation Device Company
Masamichi Asano	General Manager, Fifth Marketing Department, First Marketing Division, Innovation Device Company	General Manager, Second Marketing Department, First Marketing Division, Innovation Device Company and General Manager, Fifth Marketing Department

Name	New Title	Current Title
Hiroshi Kanishi	Division Manager, Second Marketing Division, Innovation Device Company	Division Manager, Second Marketing Division, Innovation Device Company and General Manager, Technical & Marketing Department
Yasuhiro Ichikawa	General Manager, Marketing Department, Second Marketing Division, Innovation Device Company and General Manager, Technical Department	General Manager, First Marketing Department, Second Marketing Division, Innovation Device Company
Tetsuya Oyanagi	General Manager, SCM Promotion Department, Second Marketing Division, Innovation Device Company	General Manager, Second Marketing Department, Second Marketing Division, Innovation Device Company
Naoki Kitano	General Manager, First Sales Department, Second Marketing Division, Innovation Device Company	Deputy General Manager, Second Marketing Department, Second Marketing Division, Innovation Device Company
Ippei Kasatani	General Manager, Second Sales Department, Second Marketing Division, Innovation Device Company	General Manager, Nagoya First Sales Department, First Sales Division, Solution Device Company
Toshihiko Oki	General Manager, Nagoya Sales Department, First Sales Division, Solution Device Company	General Manager, Nagoya Second Sales Department, First Sales Division, Solution Device Company
Junichi Ikeda	Division Manager, Second Sales Division, Solution Device Company, and Branch Manager, Kansai Branch	Division Manager, Second Sales Division, Solution Device Company, General Manager, Fourth Kansai Sales Department, and Branch Manager, Kansai Branch
Odaki Nishioka	General Manager, Fourth Kansai Sales Department, Second Sales Division, Solution Device Company	Manager, Sales Group, Kansai Third Sales Department, Second Sales Division, Solution Device Company
Shigeo Ohara	Office Manager, Overseas Device Business Office	General Manager, Third Marketing Department, First Marketing Division, Innovation Device Company
Daisuke Chiba	President of Electronic Accelerator Company	Secondment from HR Solutions Department; Managing Director, Hakuto Singapore Pte. Ltd., Managing Director, Hakuto India Pvt. Ltd., and Head of ASEAN Headquarters, Global Business Unit

Name	New Title	Current Title
Mitsuharu Kasai	Vice President of System Innovation Company [Semiconductor & Science / Vacuum & Fab Solutions] and General Manager, First Solution Division	General Manager, Vacuum & Fab Solutions Sales Department, System Innovation Company
Jiro Hikota	Vice President of System Innovation Company [Laser / Printed Circuit Board Solutions] and General Manager, Second Solution Division	General Manager, Printed Circuit Board Solutions Sales Department, System Innovation Company
Yonosuke Imamura	General Manager, Vacuum and Fab Solutions Sales Department, Solution Division I, System Innovation Company	Manager, Analysis Sales Group, Vacuum and Fab Solutions Sales Department, System Innovation Company
Naoto Hasegawa	General Manager, Semiconductor & Science Solution Engineering Department, First Solution Division, System Innovation Company and General Manager, Laser Solution Engineering Department, Second Solution Division	Deputy General Manager, Fine Process Solutions Engineering Department, System Innovation Company
Tomoaki Sadamatsu	General Manager, Printed Circuit Board Solution Sales Department, Second Solutions Division, System Innovation Company	Manager, Second Sales Group, Printed Circuit Board Solution Sales Department, System Innovation Company
Katsumi Katayama	General Manager, Office & Energy Solutions Department, Business Incubation Center	Deputy General Manager, Innovation Promotion Department, Business Incubation Center
Hideaki Yamaguchi	General Manager, System Development Department, Business Incubation Center	Manager, System Development Group, Business Incubation Center
Takahiro Tsukuni	Vice President of Chemical Solutions Company and Division Manager, Innovation Promotion Division	Secondment from HR Solutions Department; Managing Director, Hakuto (Thailand) Ltd.
Leo Shih	Managing Director, Hakuto Taiwan Ltd., Managing Director, Hakuto Enterprises (Shanghai) Ltd., and Division Manager, China Regional Division, Global Business Unit	Managing Director, Hakuto Taiwan Ltd. and Division Manager, China Regional Division, Global Business Unit

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Name	New Title	Current Title
Katsunori Shirai	Secondment from HR Solutions Department; Managing Director, Hakuto (Thailand) Ltd., Managing Director, Hakuto Singapore Pte. Ltd., and Division Manager, ASEAN Regional Division, Global Business Unit	President of System Innovation Company