



December 23, 2025

To whom it may concern,

Company: Tamagawa Holdings, Co., Ltd.

Representative: President, Toru Masuzawa

(STANDARD Code: 6838)

Contact: Management Planning Division, Hiroyuki Matsumiya

Tel: 03-6435-6933

Notice on Informal Decision of New Management System

Please be informed that the new management system was determined as follows at the board of directors held today. This agenda will be formally determined by resolution of the 58th Term Fixed General Meeting of Shareholders to be held on January 29, 2026 and the board of directors and board of auditors held thereafter.

1. Reason

This review of the officer structure at the Company and its subsidiaries and sub-subsidiaries aims to strengthen the group management system and enhance business execution capabilities.

2. New board system

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|--------------------|------------------------------|----------------------|
| Toru Masuzawa | President | (Reassigned) |
| Keita Masuyama | Director (part-time) | (Reassigned) |
| Noriko Kamibayashi | Director (external) | (Reassigned) |
| Junichi Suzuki | Director | (Reassigned) |
| Naruhito Kusaka | Director (external) | (Reassigned) |
| Tsukasa Miyachi | Director (part-time) | (Reassigned) |
| Chikara Kimura | Director | (Reassigned) |
| Hiroyuki Matsumiya | Director | (Reassigned) |
| Hiroshi Tanaka | Director | (Newly appointed) *1 |
| Takashi Nagahama | Auditor | (During the term) |
| Ryusuke Nakata | Auditor (external) | (During the term) |
| Kiyoshi Furukawa | Auditor (external) | (Reassigned) |
| Hiroyuki Tatsuoku | Auditor (part-time) | (During the term) |
| Tadashi Taiko | Substitute Corporate Auditor | (Newly appointed) *2 |

3. Changes in Company Officers

| Candidate Name | New Position | Previous Position |
|--------------------|--|--|
| Masanori Kobayashi | Chairman and Representative Director, Tamagawa Electronics Co., Ltd. | Vice President and Representative Director of the Company President and Representative Director, Tamagawa Electronics Co., Ltd. |

Mr. Kobayashi has resigned as Vice President of Tamagawa Holdings, Co., Ltd. and will now focus exclusively on Tamagawa Electronics Co., Ltd.

4. Changes in Officers of Subsidiaries

| Candidate Name | New Position | Previous Position |
|----------------|---|---|
| Junichi Suzuki | Director, Our Company President and Representative Director, Tamagawa Electronics Co., Ltd. | Director, Our Company Director, Tamagawa Electronics Co., Ltd. President and Representative Director, Tamagawa Electronics Vietnam Co., Ltd. |

5. Change in Officers of Subsidiary

| Candidate Name | New Position | Previous Position |
|----------------|--|--|
| Masami Uemura | President and Representative Director, Tamagawa Electronics Vietnam Co., Ltd. | Tamagawa Electronics Co., Ltd. Manufacturing Department Manager |

*1 Brief History of Newly appointed Director Candidate

Tanaka Hiroshi

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|---------------|--|
| Date of Birth | August 7, 1979 |
| April 1998 | Joined Tamagawa Electronics Co., LTD. |
| April 2015 | Appointed as Acting Director of Systems Dept. |
| April 2024 | Appointed as General Manager of Engineering Dept. (Present post) |
| April 2025 | Tamagawa Electronics Co., Ltd. (Director /Present post) |

*2 Brief History of Newly appointed Substitute Corporate Auditor Candidate

Taiko Tadashi

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|---------------|--|
| Date of Birth | July 5, 1947 |
| April 1998 | Toshiba Corporation, Imaging Business Division, General Manager, Accounting Dept. |
| January 2000 | Toshiba Corporation UK, General Manager, Accounting Dept. |
| December 2001 | Toshiba Corporation DDC, General Manager, Accounting Dept. |
| April 2002 | Toshiba Matsushita Display Technology Co., Ltd. Director and General Manager, Accounting Dept. |
| June 2004 | Toshiba Matsushita Display Technology Co., Ltd. Managing Director and General Manager, Accounting Dept. |
| June 2005 | Toshiba Matsushita Display Technology Co., Ltd. Senior Managing Director and General Manager, Accounting Dept. |
| June 2008 | Quest Corporation Auditor |
| June 2012 | Quest Corporation Full-time Advisor |

Our group will strive to build a stronger business foundation and achieve sustainable growth in order to fulfill our mid-term management plan.