

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



February 12, 2026

To whom it may concern,

Company name:	Takashima & Co., Ltd.
Name of representative:	Koichi Takashima, President and Representative Director (Securities code: 8007; Prime Market)
Inquiries:	Takahisa Tokumoto, General Manager of Planning & Management Department (Telephone; +81-3-5217-7248)

Takashima Announces Reorganization and Change of Directors

Takashima & Co., Ltd. (the "Company") hereby announces that it has decided at the Board of Directors meeting held on February 12, 2026 on reorganization and personnel changes for Executive Officers and General Managers effective April 1, 2026. Details are as follows.

The Company also announces the candidates for Director for submission to the 138th Ordinary General Meeting of Shareholders of the Company (the "138th General Meeting") held on June 23, 2026.

The appointment of directors will be formally decided at the 138th General Meeting and at the Board of Directors meeting to be held after the 138th General Meeting. The appointment of Executive Officers was decided on April 1, 2026, and a partial change in the division of duties is scheduled to be made at the meeting of the Board of Directors to be held after the 138th General Meeting.

1. Reorganization (Effective April 1)

The supervisory functions within the Business Integration Division will be reorganized and the organization will be restructured from four to three supervisory departments.

This restructuring aims to maximize value creation development and synergies for the entire Group, and to this end, the cross-organizational strategic functions of the Business Integration Division will be clarified by placing "Value Creation Development and Integration Strategy function" at the core and managing initiatives of the three business divisions in an integrated manner.

New Organization		Current Organization	
Business Integration Division	Corporate Strategy Department	Business Integration Division	Planning & Management Department
	Human Resources Strategy Department		Accounting, Finance, and Legal & Compliance Department
	Information Technology Strategy Department		Human Resources Department
			Information Technology Department

2. Change of Executive Officer

(1) New Executive Officers (Effective April 1)

Name	New Position	Current Position
Masahiro Ozaki	Executive Officer, General Manager of Building Materials Department in Construction Supply Division	General Manager of Building Materials Department in Construction Supply Division
Tsutomu Oki	Executive Officer, General Manager of Corporate Strategy Department in Business Integration Division	General Manager of Internal Audit Department

(2) Change in position of executive Officers (Effective April 1)

Name	New Position	Current Position
Akira Yamamoto	Senior Managing Executive Officer, Staff to the President	Senior Managing Executive Officer, Division Chief of Construction Supply Division, and General Manager of Foundation Business Department
Toshio Goto	Senior Managing Executive Officer, Division Chief of Electronic Devices Division, Representative Director and CEO of iTak (International) Limited	Senior Managing Executive Officer, Division Chief of Electronic Devices Division, Representative Director and CEO of iTak (International) Limited, Director of Takashima Industries Co., Ltd.

Name	New Position	Current Position
Kenichi Yamada	Managing Executive Officer, Division Chief of Business Integration Division	Senior executive Officer, Division Chief of Business Integration Division
Tsutomu Nishida	Managing Executive Officer, Division Chief of Industrial Materials Division and President & Representative Director of Takashima Industries Co., Ltd.	Senior Executive Officer, Division Chief of Industrial Materials Division and President & Representative Director of Takashima Industries Co., Ltd.
Masahiro Oshikawa	Senior Executive Officer, Division Chief of Construction Supply Division, and General Manager of Foundation Business Department	Executive Officer, President and Representative Director of Gansui Corporation
Masami Takahashi	Senior Executive Officer, Deputy Division Chief of Industrial Materials Division, Director of Takashima Industries Co., Ltd., and President and Representative Director of Hi-Land Inc.	Executive Officer, Director of Takashima Industries Co., Ltd., and President and Representative Director of Hi-Land Inc.
Takahisa Tokumoto	Executive Officer, Integrated Project General Manager, staff to the Business Integration Division Chief	Executive Officer, General Manger of Planning & Management Department in Business Integration Division

(3) Corporate Executive Officer Structure (Effective April 1)

Name	Position
Koichi Takashima	Chief Executive Officer
Akira Yamamoto	Senior Managing Executive Officer, Staff to the President
Toshio Goto	Senior Managing Executive Officer, Division Chief of Electronic Devices Division, Representative Director and CEO of iTak (International) Limited
Kenichi Yamada	Managing Executive Officer Division Chief of Business Integration Division
Tsutomu Nishida	Managing Executive Officer Division Chief of Industrial Materials Division, President and Representative Director of Takashima Industries Co., Ltd.

Name	Position
Masahiro Oshikawa	Senior executive Officer Division Chief of Construction Supply Division, and General Manager of Foundation Business Department
Masaya Sawaki	Senior executive Officer Deputy Division Chief of Electronic Devices Division, and Director of iTak (International) Limited
Masami Takahashi	Senior executive Officer Deputy Division Chief of Industrial Materials Division, Director of Takashima Industries Co., Ltd., and President and Representative Director of Hi-Land Inc.
Takahisa Tokumoto	Executive Officer Integrated Project General Manager, staff to the Business Integration Division Chief
Ko Tanaka	Executive Officer General Manager of Energy Solution Department in Construction Supply Division
Manabu Kobayasi	Executive Officer Director of Takashima Industries Co., Ltd., and President and Representative Director of TAKCEL Co., Ltd.
Leung Pik Man	Executive Officer Director and COO of iTak (International) Limited
Masahiro Ozaki	Executive Officer General Manager of Building Materials Department in Construction Supply Division
Tsutomu Oki	Executive Officer General Manager of Corporate Strategy Department in Business Integration Division

(4) Resignation of Executive Officer (Effective March 31)

Name	Current Position
Hideaki Fukuoka	Executive Officer General Manager of Accounting, Finance, and Legal & Compliance Department in Business Integration Division

3. Change of General Manager (Effective April 1)

Name	New Position	Current Position
Masahiro Oshikawa	Division Chief of Construction Supply Division, and General Manager of Foundation Business Department	President and Representative Director of Gansui Corporation
Tsutomu Oki	General Manager of Corporate Strategy Department in Business Integration Division	General Manager of Internal Audit Department
Takashi Fujimoto	General Manager of Human Resources Strategy Department in Business Integration Division	General Manager of Human Resources Department in Business Integration Division
Atsumi Okajima	General Manager of Information Technology Strategy Department in Business Integration Division	General Manager of Information Technology Department in Business Integration Division
Hideaki Fukuoka	General Manager of Internal Audit Department	Accounting, Finance, and Legal & Compliance Department in Business Integration Division
Taiki Sato	President and Representative Director of Gansui Corporation	Panel Solution Unit Manager of Building Materials Department in Construction Supply Division
Tadayasu Higuchi	Takashima Industries Co., Ltd. (General Manager)	Takashima Industries Co., Ltd. (Unit Manager)

4. Change of Director

(1) Candidates for new Director (to be submitted to the 138th General Meeting)

Name: Norie Jinno

Date of birth: February 11, 1967

Career summary	
October 1990	Joined Deloitte Touche Tohmatsu LLC (until August 1997)
March 1994	Certified Public Accountant registration
May 2001	Established the Jinno Certified Public Accountant Office (current)
September 2001	Tax accountant registration
April 2015	Auditor (part-time), National Research Institute for Earth Science and Disaster Resilience (until August 2025)

(2) Candidates for Directors (to be submitted to the 138th General Meeting)

Name	Position
Koichi Takashima	Director (*1)
Akira Yamamoto	Director (*2)
Toshio Goto	Director
Junko Kawai	Director (Outside)
Akifumi Ujita	Director (Outside) (Audit and Supervisory Committee Member)
Ren Shino	Director (Outside) (Audit and Supervisory Committee Member)
Yasushi Aoki	Director (Outside) (Audit and Supervisory Committee Member)
Shuichi Sakamoto	Director (Outside) (Audit and Supervisory Committee Member)
Norie Jinno	Director (Outside) (Audit and Supervisory Committee Member)

*1 Subject to the approval of the Director appointment at the 138th General Meeting of Shareholders, the Company plans to elect him as Chairperson and Representative Director at the Board of Directors meeting to be held on the same day.

*2 Subject to the approval of the Director appointment at the 138th General Meeting of Shareholders, the Company plans to elect him as President and Representative Director at the Board of Directors meeting to be held on the same day.

(3) Retiring Director (Term of office will expire on June 23, 2026)

Name	Position
Yuji Momosaki	Director (Outside) (Audit and Supervisory Committee Member)

5. Change in position of Executive Officers (Effective June 23, 2026)

Name	New Position	Position as of April 1
Koichi Takashima	Chairperson and Chief Executive Officer	President and Chief Executive Officer
Akira Yamamoto	President and Chief Operating Officer	Senior Managing Executive Officer, staff to the President

End.