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February 20, 2026

Company: Harmonic Drive Systems Inc.  
 Representative: Akira Maruyama, President,  
 Representative Director  
 (Code number: 6324 Tokyo Stock Exchange Standard Market)  
 Contact: Tetsuya Shiokawa, Executive Officer  
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## Notice Regarding Changes in Directors and Audit & Supervisory Board Members

Harmonic Drive Systems Inc. (hereinafter “the Company”) hereby announces that, at the meeting of the Board of Directors held on February 20, 2026, the Company resolved as follows regarding Changes in Directors and Audit & Supervisory Board Members.

Please note that this will be officially approved at the Ordinary General Meeting of Shareholders for fiscal 2025 to be held in mid-June 2026 and at the following meetings of the Board of Directors and the Audit & Supervisory Board.

### 1. Changes in Directors

#### (1) Candidates for New Appointment as Directors

New Position	Name	Current Position
Director	Shizuka Yata	Executive Officer
Outside Director	Masao Yoshikawa	—

\*Mr. Masao Yoshikawa meets the requirements for an Independent Director as stipulated by the Tokyo Stock Exchange, and the Company plans to file a notification with the Tokyo Stock Exchange designating him as an Independent Director.

#### (Reference) Brief Biography of the New Director Candidates

<Name> Shizuka Yata  
 <Date of Birth> June 24, 1973 (Age 52)  
 <Past Experience>

Jul. 2014 Joined the Company  
 Apr. 2017 Manager of Harmonic Drive Laboratory  
 Oct. 2018 General Manager of Harmonic Drive Laboratory  
 Jun. 2021 Head of Harmonic Drive Laboratory  
 Jun. 2023 Executive Officer, Head of Harmonic Drive Laboratory (incumbent)

<Name> Masao Yoshikawa  
 <Date of Birth> July 1, 1957 (Age 68)  
 <Past Experience>

Apr. 1981 Joined The Industrial Bank of Japan, Limited  
 Apr. 2010 Executive Officer, Mizuho Trust & Banking Co., Ltd.

Apr. 2014	Representative Director, Deputy President, Mizuho Trust & Banking Co., Ltd.
Apr. 2016	Managing Executive Officer, In charge of Building Construction Sales, Sales Headquarters, TAISEI CORPORATION
Apr. 2023	Senior Managing Executive Officer, In charge of Building Construction Sales, Sales Headquarters, TAISEI CORPORATION
Jun. 2024	Outside Audit & Supervisory Board Member, The Japan Atomic Power Company (Incumbent)

(2) Directors Scheduled to Retire

Position after Retirement	Name	Current Position
Technical Advisor	Yoshihiro Tanioka	Director
—	Masanobu Nakamura	Outside Director

(3) Scheduled Effective Date  
Mid-June 2026

2. Changes in Audit & Supervisory Board Members

(1) Candidate for New Appointment as Audit & Supervisory Board Member

New Position	Name	Current Position
Audit & Supervisory Board Member (Full-time)	Minoru Asano	Managing Executive Officer

<Name> Minoru Asano

<Date of Birth> November 30, 1962 (Age 63)

<Past Experience>

May. 1989	Joined the Company
Jul. 2003	Manager of Purchasing, Materials Division
May. 2008	General Manager of Purchasing Department
May. 2009	Director, HD Logistics, Inc.
May. 2010	Director, Harmonic Precision Inc.
Jan. 2015	General Manager of Production Technology and Supply Chain Division and General Manager of Material and Development Purchasing Department
Jun. 2018	Executive Officer, In Charge of Production, Production Technology, and Supply Chain; General Manager of Production and Supply Chain
Jun. 2019	Managing Executive Officer, In Charge of Production, Production Technology, and Supply Chain; General Manager of First Production and Supply Chain
Jun. 2022	Managing Executive Officer, General Manager of Supply Chain (Incumbent)
Jun. 2023	Director, HD Logistics, Inc. (Incumbent)
Oct. 2024	Manager, HATAKEN LLC (Incumbent)

(2) Audit & Supervisory Board Member Scheduled to Retire

Position after Retirement	Name	Current Position
Advisor	Hidefumi Iguchi	Audit & Supervisory Board Member (Full-time)

(3) Scheduled Effective Date  
Mid-June 2026

3. The Board of Directors and Audit & Supervisory Board

(1) The Board of Directors

	New Position	Name	Current Position
Renominated	Chairperson of Board of Directors	Akira Nagai	Chairperson of Board of Directors
Renominated	President and Representative Director, Chief Executive Officer	Akira Maruyama	President and Representative Director, Chief Executive Officer
Renominated	Representative Director, Senior Managing Executive Officer	Kazutoshi Kamijoh	Representative Director, Senior Managing Executive Officer
Renominated	Director, Executive Officer	Naomi Shirasawa	Director, Executive Officer
Newly nominated	Director, Executive Officer	Shizuka Yata	Executive Officer
Renominated	Outside Director	Haruhiko Yoshida	Outside Director
Renominated	Outside Director	Yoshio Fukuda	Outside Director
Renominated	Outside Director	Kazuhiko Hayashi	Outside Director
Renominated	Outside Director	Kaeko Kitamoto	Outside Director
Newly nominated	Outside Director	Masao Yoshikawa	—

(2) Audit & Supervisory Board

	New Position	Name	Current Position
—	Outside Audit & Supervisory Board Member (Full-time)	Yoshitsugu Yokogoshi	Outside Audit & Supervisory Board Member (Full-time)
Newly nominated	Audit & Supervisory Board Member (Full-time)	Minoru Asano	Managing Executive Officer
—	Outside Audit & Supervisory Board Member (Part-time)	Eisaku Imazato	Outside Audit & Supervisory Board Member (Part-time)
—	Audit & Supervisory Board Member (Part-time)	Nobuyuki Higashi	Audit & Supervisory Board Member (Part-time)