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May 14, 2025

Company: Harmonic Drive Systems Inc.
 Representative: Akira Maruyama, President,
 Representative Director
 (Code number: 6324 Tokyo Stock Exchange
 Standard Market)
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 Officer
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Notice Regarding New Business Execution Structure

Harmonic Drive Systems Inc. (hereinafter “the Company”) hereby announces that the Company’s new business execution structure effective as of the conclusion of the Ordinary General Meeting of Shareholders for fiscal 2024 held on June 20, 2025, was tentatively decided as described below.

1. New Business Execution Structure

	Position	Name	New Responsibility	Current Responsibility
Reelected	Chairperson and Executive Officer	Akira Nagai	Group Management	Group Management
Reelected	President and Chief Executive Officer	Akira Maruyama	Chief Executive Officer	Chief Executive Officer
Reelected	Senior Managing Executive Officer	Kazutoshi Kamijoh	Chief Financial Officer	General Manager of Finance Accounting, Finance and Tax Division
Reelected	Managing Executive Officer	Minoru Asano	General Manager of Supply Chain	General Manager of Supply Chain
Reelected	Executive Officer	Tetsuo Ikuta	Head of Public Relations	Head of Public Relations
Reelected	Executive Fellow Officer (Chief Technical Officer)	Yoshihide Kiyosawa	In Charge of Engineering and Quality; General Manager of Quality Assurance Division	In Charge of Engineering and Quality; General Manager of Quality Assurance Division
Reelected	Executive Officer	Yoshihiro Tanioka	In Charge of Development and Engineering and Head of the Company-Wide Cost Innovation Project	General Manager of Development and Engineering
Reelected	Executive Officer	Michiya Yashiro	General Manager of Risk Management	General Manager of Risk Management

	Position	Name	New Responsibility	Current Responsibility
Reelected	Executive Officer	Naomi Shirasawa	In Charge of Marketing and Sales; General Manager of Domestic Sales	In Charge of Marketing and Sales; General Manager of Domestic Sales
Reelected	Executive Officer	Makiko Ono	Head of Sustainability, Corporate Planning, and Investor Relations	Head of Sustainability, Corporate Planning, and Investor Relations
Reelected	Executive Officer	Tsuyoshi Awaduhara	In Charge of Production, Production Planning; General Manager of First Production Division	In Charge of Production, Production Planning; General Manager of First Production Division
Reelected	Executive Officer	Hiroki Hanaoka	General Manager of Production Technology	General Manager of Production Technology
Reelected	Executive Officer	Osamu Asakura	General Manager of Administration, Human Resource and Environmental Management Representative	General Manager of Administration, Human Resource and Environmental Management Representative
Reelected	Executive Officer	Shizuka Yata	Head of Harmonic Drive Laboratory	Head of Harmonic Drive Laboratory
Reelected	Executive Officer	Tetsuya Shiokawa	General Manager of Corporate Planning and Head of Business Development	General Manager of Corporate Planning and Head of Business Development

2. Scheduled Effective Date
June 20, 2025