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February 24, 2026

To Our Stakeholders:

Company name: DKS Co. Ltd.
Representative: YAMAJI Naoki, President & CEO
(Securities code: 4461
Tokyo Stock Exchange Prime Market)
Contact: SAKAMOTO Mami,
Director & Senior Executive General Manager,
Administration Headquarters
(Tel: +81-75-276-3028)

Notice Concerning Organizational and Personnel Changes

DKS Co. Ltd. hereby announces that it has decided to implement organizational and personnel changes effective April 1, 2026, as described below.

1. Purpose of Organizational Changes

In order to further accelerate the achievement of the Company's new medium-term management plan "SMART 2030," which was launched in April 2025, the Company will optimize the roles and structures of each division and strengthen cross-functional collaboration.

2. Organizational Changes (Effective April 1, 2026)

- (1) A Business Planning Department will be established within the Business Headquarters to enhance business efficiency and competitiveness through stronger cross-functional coordination.
- (2) A Planning & Marketing Department will be established by integrating the Planning Department and the Sales Department within the Life Sciences Headquarters to promptly reflect customer needs in business strategies, enhance execution capabilities, and maximize profitability.
- (3) Biococoon Laboratories, Inc. will be integrated into the Kyoto Central R&D Division to maximize the circulation of technical expertise and synergies, thereby accelerating and strengthening R&D activities.

3. Personnel Changes (Effective April 1, 2026)

Name	New Title	Current Title
SHIMIZU Shinji	Representative Senior Managing Director & CFO	Representative Managing Director & CFO
OWAN Jiro	Executive General Manager, Electronics & IT Business Division, Business Headquarters and General Manager, Electronics & IT Sales & Marketing Department, Electronics & It Business Division, Business Headquarters	Executive General Manager, Electronics & IT Business Division, Business Headquarters
SHOSU Takeshi	Executive General Manager, Kyoto Central R&D Division	General Manager, Kyoto Central R&D Division
MIYAMOTO Kukizo	General Manager, Life Sciences Headquarters and General Manager, Planning & Marketing Department, Life Sciences Headquarters	Assistant to President & CEO
OHASHI Hironori	General Manager, Strategy Planning Department, Strategy Division, Administration Headquarters	Manager, Planning Group, Strategy Planning Department, Strategy Division, Administration Headquarters
GOTO Taichi	General Manager, Business Planning Department, Business Headquarters	General Manager, Electronics & IT Sales & Marketing Department, Electronics & IT Business Division, Business Headquarters
KOISHI Katsuya	General Manager, Market Development Department, Business Headquarters	Manager, Marketing Group, Business Support Department, Business Headquarters
SAITO Yasuteru	General Manager, Value Creation R&D Department, Kyoto Central R&D Division	General Manager, Production Technology Department, Production Technology R&D Division
FUJISE Keiichi	General Manager, Production Technology Department, Production Technology R&D Division	Senior Manager, Production Technology Department, Production Technology R&D Division
ONISHI Toshiyuki	General Manager, DKS (Shanghai) International Trading Co., Ltd.	General Manager, Value Creation R&D Department, Kyoto Central R&D Division