

Organizational Change and Major Personnel Changes Effective April 1, 2026

Yokohama, February 25, JVCKENWOOD Corporation (the “Company”) will implement organizational changes and major personnel changes, effective April 1, 2026, as described below.

1. Organizational Change

The Company will establish the Business Transformation Project, effective April 1, to promote company-wide use of AI and enhance operational efficiency in response to an aging workforce and staff reductions. This initiative aims to accelerate the Company’s basic strategy “Change for Growth” and enable data-driven management through digital transformation (DX).

2. Major Personnel Changes

Name	New Position	Current Position
OKUBO Hidetoshi	<u>General Manager, Business Transformation Project</u>	<u>President of JVCKENWOOD USA Corporation</u> <u>President of JVCKENWOOD Latin America, S.A.</u>
SAKAGUCHI Jun	<u>General Manager, Corporate Strategy Dept.</u>	<u>Group Manager, Business Strategy Group, Corporate Strategy Dept.</u>
KONO Manabu	<u>General Manager, Human Resources Dept.</u>	<u>General Manager, Legal & Compliance Office</u>
SUGANO Masato	<u>General Manager, Intellectual Property Dept.</u>	<u>Group Manager, Intellectual Property Innovation Group, Intellectual Property Dept.</u>
SAITO Ryou	<u>General Manager, Legal & Compliance Office</u>	<u>General Manager, Intellectual Property Dept.</u>
NIINA Shinya	<u>General Executive, Overseas Business Marketing Division</u>	<u>Assistant to General Executive, Overseas Business Marketing Division</u>
KOBAYASHI Hiromasa	<u>President of JVCKENWOOD Europe B.V.</u>	<u>General Manager, International Marketing Dept., Communications Systems Division</u>
SUGAYA Yasushi	<u>President of JVCKENWOOD USA Corporation</u> <u>President of JVCKENWOOD Latin America, S.A.</u>	<u>President of JVCKENWOOD Australia Pty. Ltd.</u>
HOSHI Masahiro	<u>President of JVCKENWOOD (Thailand) Co., Ltd.</u>	<u>Assistant to General Manager, Product Planning Dept., Aftermarket Business Division</u>
MURASE Noriyuki	<u>President of PT JVCKENWOOD Indonesia</u>	<u>Director of the Board, PT JVCKENWOOD Indonesia</u>
KAWAHARA Kensuke	<u>President of JVCKENWOOD Australia Pty. Ltd.</u>	<u>President of JVCKENWOOD (Thailand) Co., Ltd.</u>

Note: Underlines indicate changes

This document is based on the information available at the time of release. Please note that it may differ from the latest information.