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October 2, 2026

To whom it may concern,

Company name: HI-LEX Corporation
 Name of representative: Taro Teraura, President and CEO
 (Securities Code: 7279; TSE Standard Market)
 Inquiries: Makoto Okumura, CFO and CAO
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Notice Concerning Changes in Responsibilities of Executive Officers
and Retirement of an Executive Officer

HI-LEX Corporation (the “Company”) hereby announces that, at a meeting of the Board of Directors held today, it resolved to change the responsibilities of executive officers and approve the retirement of an executive officer, as described below.

1. Changes in Responsibilities of Executive Officers
Effective November 1, 2026

Position	Name	New Responsibilities	Current Responsibilities (as of October 31, 2026)
Senior Executive Officer	Makoto Okumura	Head of Corporate Administration Division (CAO & CFO)	Head of Corporate Administration Division (CAO & CFO) and Head of Corporate Planning Office
Senior Executive Officer	Takuji Murayama	No change	Global Automotive Operations
Managing Executive Officer	Yasuo Seki	No change	Medical Business Division
Managing Executive Officer	Takaaki Nagadome	Japan Automotive Operations	Japan Automotive Operations and Development (Automotive Operations)
Executive Officer	Makoto Miyamoto	Head of Business Development Division	Head of Business Development Division and Head of Industrial Equipment Business Unit
Executive Officer	Tadatoshi Yoshimoto	Production (Japan Automotive Operations)	Production (Japan Automotive Operations) and Head of HPP Promotion Office
Executive Officer	Takahiro Shinkai	Development and Power Closure Systems (Automotive Operations)	Development of Power Closure Systems (Automotive Operations)
Executive Officer	Takeshi Uemura	Sales (Japan Automotive Operations) and Sales Support (Global Automotive Operations)	Sales (Japan Automotive Operations)
Executive Officer	Yasufumi Fujinami	HR & GA, IT, Sustainability, and Internal Control Audit	HR & GA, IT and Sustainability (Corporate Administration Division), and Head of Internal Control Office

2. Scheduled Retirement

Mamoru Akisue, Executive Officer responsible for Purchasing (Japan Automotive Operations) and General Manager of the Purchasing Group, is scheduled to retire upon the expiration of his term of office on October 31, 2026.

End