

Astemo Announces Executive Changes

Tokyo, February 10, 2026 – Astemo, Ltd. today announced the following executive changes to further improve corporate value.

1. Executive Officer transfers ^{*1*2}

*1 Executives listed by position, then by alphabetical order of surname

*2 Changes are underlined

*3 Planned as of February 10, 2026

Name	Position (as of April 1, 2026) ^{*3}	Position (as of March 31, 2026) ^{*3}
Toru Kamioke	Representative Director, Senior Executive Vice President	Representative Director, Senior Executive Vice President <u>Head of Electrification Business Division</u>
Yoshikado Nakao	Director, Senior Executive Vice President <u>Head of Corporate Value Enhancement Center</u>	Senior Executive Vice President, Head of Vehicle Business Division
Mathieu Devillard	<u>Executive Vice President, Head of Electrification Business Division</u>	Senior Vice President, Deputy Head of Electrification Business Division <u>and Head of Business Strategy Group, Electrification Business Division</u>
Koichi Tamura	<u>Executive Vice President, CSO & CDO & CSuO and Head of Corporate Strategy & Planning Functional Division</u>	Senior Vice President, CSO & CDO & CSuO and Head of Corporate Strategy & Planning Functional Division
Takaki Nakagawa	Senior Vice President, <u>Deputy Head of Electric Business Division</u> and Head of xEV Business Unit, Electrification Business Division	Senior Vice President, Head of xEV Business Unit, Electrification Business Division
Jean-Baptiste Pellefigues	Senior Vice President, <u>Head of Vehicle Business Division</u>	Senior Vice President, Head of Aftermarket Business Unit, Vehicle Business Division
Bonggoo Kang	<u>Senior Vice President, CPO and Head of Procurement Functional Division</u> And Head of Planning Office Procurement Functional Division	Vice President, CPO and Head of Procurement Functional Division And Head of Planning Office <u>and Global Environmental Director, Procurement Functional Division</u>

Name	Position (as of April 1, 2026) ^{*3}	Position (as of March 31, 2026) ^{*3}
Tetsuya Matsumura	<u>Senior Vice President, Deputy Head of Vehicle Business Division and Head of Drive Control Business Unit,</u> Vehicle Business Division	Vice President, Head of Steering & Drivetrain Business Unit, Vehicle Business Division
Takashi Yamaguchi	Senior Vice President, CHRO and Head of Human Capital Functional Division	Senior Vice President, CHRO & <u>CCO</u> and Head of Human Capital Functional Division
Keiichi Aida	<u>Operating Executive, Fellow,</u> Technology Development Functional Division	Executive Vice President, CTO & CISO and Head of Technology Development Functional Division

Note: To optimize and accelerate the executive structure, the current Vice President will transition to Operating Executive as of April 1, 2026.

2. New appointments^{*1*2}

*1 Executives listed by position, then by alphabetical order of surname

*2 Changes are underlined

*3 Planned as of February 10, 2026

Name	Position (as of April 1, 2026) ^{*3}	Position (as of March 31, 2026) ^{*3}
Yutaka Tamagawa	<u>Executive Vice President, CTO & CISO and Head of Technology Development Functional Division</u>	Honda Motor Company, Ltd.
Yoshitake Adachi	<u>Senior Vice President CCO, Global General Counsel, and General Manager of the Legal and Compliance Functional Division,</u> And Senior Chief Specialist, Strategy Integration Group, Corporate Strategy & Planning Functional Division	Corporate Officer, Global General Counsel and General Manager of the Legal Division, Human Capital Functional Division, And Senior Chief Specialist, Strategy Integration Group, Corporate Strategy & Planning Functional Division

3. Departing Executive Officers

* Planned as of February 10, 2026

Name	Position (as of April 1, 2026) [*]	Position (as of March 31, 2026) [*]
Soichi Sairenji	—	Vice President, Head of Suspension Business Unit, Vehicle Business Division

CCO : Chief Compliance Officer
CDO : Chief Digital Officer
CHRO: Chief Human Resource Officer
CISO : Chief Information Security Officer
CPO : Chief Procurement Officer
CSO : Chief Strategy Officer
CSuO : Chief Sustainability Officer
CTO : Chief Technology Officer