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February 12, 2026

To Whom It May Concern

Company Name: R E N A I S S A N C E I N C O R P O R A T E D .

Representative: Misao Mochizuki, Representative Director and President

(TSE Code: 2378)

C o n t a c t : Yoshitsugu Anzawa,
Senior Managing Director, Chief Financial Officer,
General Manager of Management Division

(Tel: 03-5600-7811)

Notice Concerning Organizational Changes and Personnel Transfers

Our company Corporation (the "Company") hereby announces the following decisions regarding organizational changes and personnel transfers at a meeting of the Board of Directors held on February 12, 2026.

Notice

1. Organizational changes as of April 1, 2026

- Reorganization of departments

- ① Establishment of PPP Business Department

- Due to the expansion of business scale, the Community Health Promotion Department will be divided into the Community Health Promotion Department and the PPP Division.

- ② Facilities Development Department and Facilities Management Department merged and renamed Facilities Department.

2. Effective April 1, 2026 personnel transfers

- Changes in Executive Officers

Name	Effective April 1, 2026	As of February 12, 2026
Takeshi Omori	Executive Officer In charge of Facilities Department and Overseas Business Promotion Department Adviser, RENAISSANCE VIETNAM INC.	Executive Officer In charge of facilities development, facilities management, and overseas business promotion Adviser, RENAISSANCE VIETNAM INC.
Akihiro Hirano	Executive Officer General Manager, Business Innovation Promotion Department DX Promotion Project Leader	Executive Officer General Manager, Business Innovation Promotion Department

		Department General Manager, Marketing Design Department DX Promotion Project Leader
Katsuya Kumasaka	Executive Officer In charge of Community Health Promotion Department, PPP Business Department, and Health Solutions Department Director, BEACH TOWN Co., Ltd.	Executive Officer General Manager of Community Health Promotion Department Director, BEACH TOWN Co., Ltd.

● Change in General Manager

Name	As of April 1, 2026	As of February 12, 2026
Junichi Ito	General Manager, Facilities Department	General Manager, Facilities Management Department
Daiki Miyaji	General Manager, Marketing Design Department DX Promotion Project Member	Deputy General Manager, Marketing Design Department General Manager, Marketing Design Team Member, DX Promotion Project
Kazuhisa Maruo	General Manager, Community Health Promotion Department	Deputy General Manager, Community Health Promotion Department
Takuro Hidaka	General Manager, PPP Business Department	Deputy General Manager, Community Health Promotion Department

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