

Notice Concerning Organizational and Personnel Changes, including Executive Officer

Rinnai Corporation hereby announces the following changes to its organization, executive officers, and general managers.

1. Organizational Changes (effective April 1, 2026)

- With a view to realizing its next medium-term business plan, Rinnai's Corporation's Corporate Planning Headquarters, reporting directly to the President, will work cross-functionally with each division in such areas as strategy and business management, and will be responsible for promoting Groupwide strategies.
- We are seeking to further enhance our ability to address changes in business conditions by integrating our manufacturing functions. To this end, the existing Production Engineering Headquarters and Production Headquarters will be integrated and reorganized into the newly formed Production Headquarters.
- Within the Overseas Business Headquarters, the Group 1 Sales Management Division will be renamed the Group 1 Sales & Marketing Division, and the Group 2 Sales Management Division will be renamed the Group 2 Sales & Marketing Division.
- The Business Management Division and Overseas Administration Division will be newly established under the Overseas Business Headquarters.
- The Human Resources Division will be made separate and independent from the Corporate Administration Headquarters.

Inquiries
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Note: The information contained herein is valid as of the date of release. Please be aware that certain details may change or be made irrelevant by circumstances that emerge at a later date.

2. Personnel Changes

(1) Executive Officer Promotions (effective April 1, 2026)

Name	New Title	Current Title
Hirohisa Ooi	Senior Managing Executive Officer	Managing Executive Officer
Hiroyuki Hoyano	Senior Executive Officer	Executive Officer

(2) Executive Officer Appointments (effective April 1, 2026)

Name	New Title	Current Title
Tetsuaki Okano	Executive Officer	Branch Office Manager of Kansai Branch Office, Marketing & Sales Headquarters
Keiichi Mizutani	Executive Officer	General Manager of Quality Assurance Division, Quality Assurance Headquarters
Takeshi Umemura	Executive Officer	Factory Manager of Oguchi Factory, Production Headquarters and President of Techno Parts Co., Ltd.

(3) Executive Officer Retirements (effective March 31, 2026)

Name	Post-retirement	Current Title
Chuji Nakashima	Quality Assurance Manager, Research & Development Headquarters	Managing Executive Officer
Katsunori Tanioka	Assistant to Chief of Marketing & Sales Headquarters	Executive Officer

(4) Executive Officer's Areas of Responsibility (effective April 1, 2026)

	Name	New Title	Current Title
Executive President	Hiroyasu Naito		
Executive Vice President	Tsunenori Narita	(unchanged)	President's assistant
Senior Managing Executive Officer	Hideyuki Shiraki	(unchanged)	Chief of Marketing & Sales Headquarters
	Kazuto Inoue	Chief of Production Headquarters	Chief of Production Engineering Headquarters
	Hirohisa Ooi*	Chief of Corporate Planning Headquarters	Chief of Production Headquarters and Chief of Corporate Planning Headquarters
Managing Executive Officer	Takuya Ogawa	Chief of Corporate Administration Headquarters	Chief of Corporate Administration Headquarters and General Manager of Human Resources Division
	Yoshihiko Takasu	(unchanged)	Chief of Innovation Center and General Manager of Advanced Development Division
	Hayao Nishizawa	Chief of Overseas Business Headquarters and General Manager of Group 2 Sales & Marketing Division	Chief of Overseas Business Headquarters and General Manager of Group 2 Sales Management Division
	Kenji Endo	(unchanged)	Chief of Research & Development Headquarters
Senior Executive Officer	Hiroyuki Hoyano*	(unchanged)	Branch Office Manager of Kanto Branch Office, Marketing & Sales Headquarters
Executive Officer	Yasunobu Takemoto	(unchanged)	Deputy Chief of Research & Development Headquarters and General Manager of Technology Development Division
	Tetsuaki Okano**	(unchanged)	Branch Office Manager of Kansai Branch Office, Marketing & Sales Headquarters
	Keiichi Mizutani**	Chief of Quality Assurance Headquarters and General Manager of Quality Assurance Division	General Manager of Quality Assurance Division, Quality Assurance Headquarters
	Takeshi Umemura**	President of Gastar Co., Ltd.	Factory Manager of Oguchi Factory, Production Headquarters and President of Techno Parts Co., Ltd.

*Promotion

**Newly appointed

Note: Mr. Tsunenori Narita is scheduled to retire as Representative Director upon the conclusion of the Ordinary General Shareholders' Meeting to be held in late June 2026. He is also scheduled to retire as Executive Vice President on the same date. After retiring, he is scheduled to assume the position of Executive Advisor to the Corporation (effective the date of retirement).

(5) General Manager Changes (effective April 1, 2026) *See (4) for Executive Officer Changes

Name	New Title	Current Title
Hideo Kono	Deputy Chief of Innovation Center	Product Development Division, Innovation Center
Seiichi Muto	General Manager of Product Technology Development Division, Production Headquarters	General Manager of Production Engineering Development Division, Production Engineering Headquarters
Akio Hattori	General Manager of Production Engineering Development Division, Production Headquarters	Production Technology Division, Production Engineering Headquarters
Koki Saguchi	Deputy General Manager of Operations Management Development Division, Production Headquarters	Operations Management Development Division, Production Headquarters
Ken Murase	Deputy General Manager of Purchasing Division, Production Headquarters	Purchasing Division, Production Headquarters
Moritoshi Ito	Factory Manager of Oguchi Factory, Production Headquarters and President of Techno Parts Co., Ltd.	Operations Management Development Division, Production Headquarters
Masaki Abe	Branch Manager of Niigata Branch, Marketing & Sales Headquarters	Sales Promotion Division, Tohoku Branch Office, Marketing & Sales Headquarters
Koichiro Miura	Deputy Branch Office Manager of Kanto Branch Office, and General Manager of Sales Promotion Division, Kanto Branch Office, Marketing & Sales Headquarters	General Manager of Sales Promotion Division, Kanto Branch Office, Marketing & Sales Headquarters
Tomoyuki Kaneko	Branch Manager of Higashikanto Branch, Kanto Branch Office, Marketing & Sales Headquarters	Sales Promotion Group, Higashikanto Branch, Kanto Branch Office, Marketing & Sales Headquarters
Tomonori Udagawa	Branch Manager of Minamikanto Branch, Kanto Branch Office, Marketing & Sales Headquarters	Sales Promotion Group, Kitakanto Branch, Kanto Branch Office, Marketing & Sales Headquarters
Hiroaki Kato	Branch Manager of Kitakanto Branch, Kanto Branch Office, Marketing & Sales Headquarters	Sales Promotion Group, Tokyo Branch, Kanto Branch Office, Marketing & Sales Headquarters
Hirofumi Hibi	Branch Office Manager of Chubu Branch Office, Marketing & Sales Headquarters	Branch Office Manager of Kyushu Branch Office, Marketing & Sales Headquarters
Yoshihiro Nakatani	Branch Manager of Keiji Branch, Kansai Branch Office, Marketing & Sales Headquarters	Sales Promotion Section, Kansai Branch Office, Marketing & Sales Headquarters

Naoki Umemura	Branch Manager of Chugoku Branch, Marketing & Sales Headquarters	Branch Manager of Keiji Branch, Kansai Branch Office, Marketing & Sales Headquarters
Takahisa Sanada	Branch Office Manager of Kyushu Branch Office, Marketing & Sales Headquarters	Branch Manager of Chugoku Branch, Marketing & Sales Headquarters
Teruaki Tsuji	General Manager of Sales Division, Marketing & Sales Headquarters	Branch Office Manager of Chubu Branch Office, Marketing & Sales Headquarters
Kiyoshi Shibata	General Manager of Sales Planning Division, Marketing & Sales Headquarters	Sales Planning Division, Marketing & Sales Headquarters
Keiichi Ito	General Manager of Marketing Section, Marketing & Sales Headquarters	Marketing Section, Marketing & Sales Headquarters
Naoya Okada	General Manager of Business Management Division, Overseas Business Headquarters	Business Strategy Division, Overseas Business Headquarters
Takaaki Shimoichi	General Manager of Overseas Administration Division, Overseas Business Headquarters	General Manager of Accounting Division, Corporate Administration Headquarters
Kenichi Ebata	General Manager of President's Office	General Manager of President's Office and General Manager of General Affairs Division
Hiroya Arai	General Manager of Accounting Division, Corporate Administration Headquarters	Accounting Division, Corporate Administration Headquarters
Masahiro Nakahashi	General Manager of Human Resources Division	Purchasing Division, Production Headquarters
Masaki Koyanagi	General Manager of General Affairs Division	General Affairs Division
Masahiro Haruta	General Manager of Information Technology Division	Information Technology Division

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