

Corporate Name: RENOVA, Inc.
 Representative: Yosuke Kiminami,
 Representative Director,
 President & CEO, Founder
 (Stock code: 9519
 The Prime Market of the Tokyo
 Stock Exchange)
 Contact: Kazushi Yamaguchi, CFO
 (TEL: +81-3-3516-6263)

Notice Concerning Organizational Changes and Personnel

RENOVA, Inc. announces that a meeting of the Board of Directors held today resolved to make the following organizational changes and changes of Personnel.

1. Organizational changes

Given the growing competition in the domestic renewable energy sector, RENOVA will merge its Project Development and GX divisions with the following objectives:

1. The implementation of an integrated electricity sales system that combines all of RENOVA's power sources to meet the needs of electricity consumers
2. The flexible allocation of resources in response to changes in the market environment
3. The enhancement of RENOVA's ability to propose solutions by sharing expertise between different power sources.

2. Changes of Personnel

Changes of Executive Officer (As of January 1, 2026)

(1) Appointed

Name	New Position	Former Position
Naoki Okada	Executive Officer (In Charge of Green Transformation Division)	Acting Head of Global Business Development Division

(2) Change in Job Title (Scope of Responsibilities) (As of January 1, 2026)

Name	New Position	Former Position
Yosuke Kiminami	Representative Director President & CEO, Founder	Representative Director President & CEO, Founder (In Charge of Project Development Division and Green Transformation Division)

(3) Outgoing (As of December 31, 2025)

Name	New Position	Former Position
Takamasa Hamada	-	Executive Officer (In Charge of Global Business)

		Development Division, Asia)
--	--	-----------------------------

(4) Outgoing (As of January 1, 2026)

Name	New Position	Former Position
Hitoshi Saito	Principal Advisor (External Affairs), Associate Head of Green Transformation Division (Wind power and Geothermal power)	Head of Project Development Division

※ The head of the Green Transformation Division after the integration will be Naoki Nagahamaya, who currently holds the position.

[For inquiries about this release]

Hiroki Okuno, Kenichiro Nose, Investor Relations

Tel: +81-3-3516-6263

Email: ir@renovainc.com

(Reference) New management system effective from January 1, 2026

1. Board of Directors

Title	Name
Director, Chairman	Koichi Kawana
Representative Director President & CEO, Founder	Yosuke Kiminami
Director, Executive Officer, CFO	Kazushi Yamaguchi
Chief Independent External Director	Naoki Shimada
Independent External Director	Mayuka Yamazaki
Independent External Director	Ken Takayama
Independent External Director	Rajit NANDA

(Note) Independent External Directors Mr. Naoki Shimada, Ms. Mayuka Yamazaki, Mr. Ken Takayama and Mr. Rajit NANDA are Independent Directors.

2. Audit & Supervisory Board

Title	Name
Full-time Audit & Supervisory Board Member	Junichiro Ando
Full-time Audit & Supervisory Board Member	Yuji Shibata
External Audit & Supervisory Board Member	Hiroyuki Wakamatsu
External Audit & Supervisory Board Member	Daisuke Yuki

(Note) External Audit & Supervisory Board Member Mr. Hiroyuki Wakamatsu and Mr. Daisuke Yuki are Independent Directors.

3. Execution Team

Title	Name
Representative Director President & CEO, Founder	Yosuke Kiminami
Director, Executive Officer, CFO Head of Finance & Planning Division (In Charge of Global Business Development Division)	Kazushi Yamaguchi
Executive Officer, CSO Head of Global Business Development Division	Daisuke Tsujimoto
Executive Officer, CHRO Head of Corporate Administration Division	Shunsuke Ohashi
Executive Officer (In Charge of Green Transformation Division)	Naoki Okada
Executive Officer (In Charge of Biomass Energy Division)	Yusuke Nagai
Executive Officer Head of EPC Division (In Charge of Operation Division)	Hiroaki Nakagawa
Head of Green Transformation Division	Naoki Nagahamaya
Head of Biomass Energy Division	Mitsuru Doi
Head of Operation Division	Ryota Suzuki