



February 14, 2025

For Immediate Release

Company name	Okabe Co., Ltd.
Representative	Hirohide Kawase, Representative Director, President and Chief Executive Officer (Securities Code: 5959, TSE Prime Market)
Contact	Yasushi Hosomichi, Director and Senior Managing Executive Officer in charge of Administrative Division (TEL. +81-3-3624-5119)

Notice of Changes in Executives

Okabe Co., Ltd. (the “Company”) hereby announces that its Board of Directors, at a meeting held today, informally decided to make changes regarding its Executives as of March 28, 2025. Details are as follows. These changes are scheduled to become official following decisions at the 81st ordinary general meeting of the Company’s shareholders to be held on March 28, 2025, and the subsequent Board of Directors meeting.

1. Changes to Directors (excluding Directors who are Audit & Supervisory Committee Members)

(1) New Director candidate

Director and Operating Officer	Hisanori Ekawa (Currently Operating Officer and Executive General Manager of Administrative Division)
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(2) Retiring Director

Makoto Hirowatari	(Currently Director and Chairman)
Yasushi Hosomichi	(Currently Director and Senior Managing Executive Officer In charge of Administrative Division)
Toshinari Endou	(Currently Director, Operating Officer, Executive General Manager of Production Division)

(Note) Makoto Hirowatari, Yasushi Hosomichi, and Toshinari Endou will assume the posts of Special Corporate Advisor, Executive Advisor, and Director and Audit & Supervisory Committee Member of the Company, respectively.

2. Changes to Directors who are Audit & Supervisory Committee members

(1) New Director candidate who is an Audit & Supervisory Committee Member

Director (Full-time Audit & Supervisory Committee Member)	Toshinari Endou (Currently Director, Operating Officer, Executive General Manager of Production Division)
Outside Director (Audit & Supervisory Committee Member)	Hitoshi Takahashi

(2) Retiring Director who is an Audit & Supervisory Committee Member

Yoshiharu Nohara	(Currently Director, Full-time Audit & Supervisory Committee Member)
Katsuyuki Yamazaki	(Currently Outside Director and Audit & Supervisory Committee Member)
Akitoshi Ishimoto	(Currently Outside Director and Audit & Supervisory Committee Members)

(Note) Yoshiharu Nohara will assume the post of Executive Advisor of the Company.

3. Changes in Operating Officer

(1) New Operating Officer candidate

Operating Officer	Tomotoshi Mizugaki (Currently Sales Division, Manager of Tokyo Branch)
Operating Officer	Junji Ida (Currently Sales Division, General Manager of the Basepack Division)
Operating Officer	Junya Inoue (Currently General Manager of Strategic Planning Department)

(2) Retiring Operating Officer

Yasunobu Yamazaki	(Currently Operating Officer and General Manager of International Division in charge of North America)
Masateru Gotoh	(Currently Operating Officer and President, KAWAHARA MFG.CO.,LTD)
Akira Hoshi	(Currently Operating Officer and General Manager of International Division in charge of Asia)
Tsutomu Tanaka	(Currently Operating Officer and Administration Manager of OCM, Inc.)

(Note) Yasunobu Yamazaki, Masateru Gotoh, Akira Hoshi, and Tsutomu Tanaka will become Executive Managers of the Company.

(Reference)

New executives as of March 28, 2025 (plan)

(The symbol # signifies promotion, and * signifies newly appointed.)

(1) Director

Name	New titles, and major new responsibilities or concurrent positions		Current titles, and major current responsibilities or concurrent positions	
Hirohide Kawase	Representative Director,	President and Chief Executive Officer	Same as left	
Toshihiko Mikami	Director and Managing Executive Officer	In charge of International Division	Same as left	
Toshinori Kai	Director and Managing Executive Officer	In charge of Sales Division	Same as left	
* Hisanori Ekawa	Director and Operating Officer	Executive General Manager of Administrative Division	Operating Officer	General Manager of Finance and Accounting Department
Naoya Hasegawa	Outside Director* ¹	Professor in the Department of Sustainable Studies of Hosei University's Faculty of Sustainable Studies Outside Director, Nissan Tokyo Sales Holdings Co., Ltd. Outside Director (Audit & Supervisory Committee Member), Silver Life Co., Ltd.	Same as left	
Kazuhisa Nishigai	Outside Director* ¹	Outside Director of MODEC, Inc. (will retire on March 27, 2025)	Same as left	
Unemi Yamaguchi* ²	Outside Director* ¹	Representative of U Academy Outside Director of MCJ Co., Ltd. Outside Director of Broadleaf Co., Ltd. Outside Director of Broadmedia Corporation	Same as left	
* Toshinari Endou	Director (Full-time Audit & Supervisory Committee Member)	Chairman of Audit & Supervisory Committee	Director and Operating Officer	Executive General Manager of Production Division
Hiroko Noda	Outside Director* ¹ (Audit & Supervisory Committee Member)	Representative Certified Public Accountant, NODA C.P.A. Accounting Firm Representative Director, Probity Consulting Co., Ltd. Part-time lecturer, Asia University Graduate School of Asian and International Business Strategy Outside Director of MODEC, Inc. (Audit & Supervisory Committee Member) Outside Director, S.T. CORPORATION Outside Director of Chori Co., Ltd. (Audit & Supervisory Committee Member)	Same as left	
* Hitoshi Takahashi	Outside Director* ¹ (Audit & Supervisory Committee Member)	Professor, Faculty of Law, Dokkyo University Outside Corporate Auditor, Jamco Corporation Outside Audit & Supervisory Board Member of Hioki E.E. Corporation (will assume the post on February 27, 2025)	–	Same as left

1. Naoya Hasegawa, Kazuhisa Nishigai, Unemi Yamaguchi, Hiroko Noda, and Hitoshi Takahashi satisfy the requirements for outside directors prescribed in Clause 15, Article 2 of the Companies Act.

2: The name of Ms. Unemi Yamaguchi on the family register is Unemi Sekine.

(2) Operating Officer not serving concurrently as Directors

Name	New titles, and major new responsibilities or concurrent positions	Current titles, and major current responsibilities or concurrent positions	
Masakazu Yokoyama	Operating Officer Executive General Manager of R&D Division	Same as left	General Manager of R&D Division
Takashi Okouchi	Operating Officer Executive General Manager of Production Division	Same as left	General Manager of the Production Division, in charge of product promotion
Yosuke Koto	Operating Officer Executive General Manager of International Division	Same as left	
Takashi Yokoyama	Operating Officer Sales Division, General Manager of Civil Engineering Division	Same as left	
Daikan Kobayashi	Operating Officer General Manager of the Human Resources and General Affairs Department in the Administrative Division	Same as left	
Andy Cramer	Operating Officer President and Company Secretary of OCM, Inc.	Same as left	
* Tomotoshi Mizugaki	Operating Officer Sales Division, Manager of Tokyo Branch	–	Same as left
* Junji Ida	Operating Officer Sales Division, General Manager of the Basepack Division	–	Same as left
* Junya Inoue	Operating Officer General Manager of Strategic Planning Department	–	Same as left