

## Press Release

Company name: Nittobo (registered as Nitto Boseki Co., Ltd.)  
Representative: Hiroyuki Tada, Director, Representative and Chief Executive Officer  
(Securities Code: 3110, TSE Prime Market)  
Contact: Hiroki Kajikawa, Senior Executive Officer  
(Tel: +81-3-4582-5040)

## **Announcement of Changes in Representative and CEO and Personnel Change of Executive Officers**

Nittobo (the “Company”) announces that the Board of Directors has resolved changes in Representative and personnel changes of Executive Officers at the meeting held today.

### 1. Changes in Representative and Chief Executive Officer [Effective April 1, 2026]

#### (1) Reason for the change

In April 2024, the Nittobo Group formulated a four-year Medium-Term Management Plan for the period up to FY2027 (“MTMP”) and has been making steady progress in its implementation, but increasing demand for Special Glass for electronic materials, which is one of our mainstay products, resulting in record profits last fiscal year, with further profit growth expected this fiscal year, which is expected to result in the Company largely achieving the quantitative targets for the fourth year of the MTMP. Major initiatives, such as large-scale capital investments, have largely been decided during the first half of the MTMP, meaning that measures to address the main qualitative issues of the MTMP have also been executed ahead of schedule.

On the other hand, the external and internal business environment has been changing at a scale and speed that significantly exceeds the assumptions made at the time of formulating the MTMP. In response, the Company has decided to revamp and rejuvenate its management structure in order to capture broader trends and to conceptualize and execute a growth strategy from a long-term perspective.

Under the new structure, we aim to enhance corporate value by embracing new ideas for growth beyond 2030.

#### (2) Details of the change

Name	Current Position	New Position
Yuichi Tsuji	Director Representative and Chairman	Director Chairman
Hiroyuki Tada *1	Director Representative and Chief Executive Officer (CEO)	Director Deputy Chairman
Hisanobu Hayashi*2	Managing Executive Officer Division General Manager of the Electronic Materials Business Division	Representative and Chief Executive Officer (CEO)
Yasushi Okahisa	Managing Executive Officer Division General Manager of the Corporate Management Division	Representative Managing Executive Officer Division General Manager of the Corporate Management Division

\*1 Hiroyuki Tada is scheduled to resign from the Board of Directors and from his role of Deputy Chairman and to be appointed Senior Advisor at the Ordinary General Meeting of Shareholders to be held in June 2026

\*2 Hisanobu Hayashi is scheduled to be appointed to the Board of Directors at the Ordinary General Meeting of Shareholders to be held in June 2026

(3) Profile of new Representative and CEO

Name (Date of Birth)	Profile	Number of the Company's shares owned
Hisanobu Hayashi (August 25, 1968)	<p>Apr. 2013      Joined Nitto Boseki Co., Ltd.</p> <p>Feb. 2016      General Manager of the Corporate Business Planning Department and General Manager of the Compliance Management Department</p> <p>May. 2017      General Manager of the Planning &amp; Administration Department, the Glass Fiber Division</p> <p>Apr. 2020      Executive Officer, Deputy Division General Manager of the Production and Technology Headquarters, the Glass Fiber Division, and President of NITTOBO ASIA Glass Fiber Co., Ltd.</p> <p>Apr. 2022      Managing Executive Officer, Division General Manager of the Glass Fiber Division, President of NITTOBO ASIA Glass Fiber Co., Ltd., and President of Baotek Industrial Materials Ltd.</p> <p>Apr. 2024      Managing Executive Officer, Division General Manager of the Electronic Materials Business Division</p>	899

2. Other changes in Executive Officer personnel and delegation of business [Effective April 1, 2026]

Name	Current Position	New Position
Akimasa Kajita <b>(promoted)</b>	Senior Executive Officer, Deputy Division General Manager of the Electronic Materials Business Division, Head of the Yarn Unit, and Chairman and Representative Director of Nitto Glass Fiber Manufacturing Co., Ltd.	Managing Executive Officer, Division General Manager of the Electronic Materials Business Division
Masao Fukushima <b>(promoted)</b>	Executive Officer, Division General Manager of the Medical Business Division, and President and Representative Director of Nittobo Medical Co., Ltd.	Senior Executive Officer, Division General Manager of the Medical Business Division, and President and Representative Director of Nittobo Medical Co., Ltd.

Hiroyuki Tanida	Executive Officer, Deputy Division General Manager of the Corporate Management Division, Responsible for the Human Resources Department, the Risk Management Department, the Legal Department, the Fukushima Enterprise Center, the Fukuyama Enterprise Center, the Osaka Branch, and the Nagoya Branch, and General Manager of the Risk Management Department	Executive Officer, Deputy Division General Manager of the Composite Materials Business Division, and President and Representative Director of Fuji Fiber Glass Co., Ltd.
Hirokazu Nagata (newly appointed)	Deputy Division General Manager of the Composite Materials Business Division, and President and Representative Director of Fuji Fiber Glass Co., Ltd.	Executive Officer, Deputy Division General Manager of the Electronic Materials Business Division, Head of the Yarn Unit, and Chairman and Representative Director of Nitto Glass Fiber Manufacturing Co., Ltd.
So Shigeoka (newly appointed)	Deputy Division General Manager of the Electronic Materials Business Division	Executive Officer, Deputy Division General Manager of the Electronic Materials Business Division
Yuichi Ameda (newly appointed)	Division General Manager of the Insulation Materials Business Division, and President and Representative Director of Paramount Glass Manufacturing Co., Ltd.	Executive Officer, Division General Manager of the Insulation Materials Business Division, and President and Representative Director of Paramount Glass Manufacturing Co., Ltd.
Haruka Yamazaki (newly appointed)	General Manager of Legal Department, the Corporate Management Division	Executive Officer, Responsible for the Risk Management Department and the Legal Department, and General Manager of the Legal Department, the Corporate Management Division

3. List of Executive Officers [Effective April 1, 2026]

Name	Position	Responsibility
Hisanobu Hayashi (promoted)	Representative and Chief Executive Officer	CEO, Responsible for Internal Auditing Office
Yasushi Okahisa (promoted)	Representative Managing Executive Officer	Division General Manager of the Corporate Management Division, Responsible for the New Business Development Center, the Secretary Office, the Human Resources Department, the Corporate Planning and General Affairs Department, the Purchasing Department, the Fukushima Enterprise Center, the Fukuyama Enterprise Center, the Osaka Branch, and the Nagoya Branch

Akimasa Kajita <b>(promoted)</b>	Managing Executive Officer	Division General Manager of the Electronic Materials Business Division
Hiroki Kajikawa	Senior Executive Officer	Deputy Division General Manager of the Corporate Management Division, Responsible for the Corporate Communication Department, the Accounting and Finance Department, and the Information Systems Department, and General Manager of the Corporate Communication Department
Masao Fukushima <b>(promoted)</b>	Senior Executive Officer	Division General Manager of the Medical Business Division, and President and Representative Director of Nittobo Medical Co., Ltd.
Katsuya Hatanaka	Executive Officer	Deputy Division General Manager of the Medical Business Division, and Chairman/CEO of Nittobo America Incorporated
Masaki Ito	Executive Officer	Division General Manager of the Composite Materials Business Division, and General Manager of the Administration and Planning Department of the Composite Materials Business Division
Koichi Nakamura	Executive Officer	Division General Manager of the Technology Development Division
Hiroyuki Tanida	Executive Officer	Deputy Division General Manager of the Composite Materials Business Division, and President and Representative Director of Fuji Fiber Glass Co., Ltd.
Shotaro Yasuda	Executive Officer	Division General Manager of the Materials Solution Business Division, and General Manager of the Product Planning Department
Takehiro Mikami	Executive Officer	Deputy Division General Manager of the Electronic Materials Business Division, Head of the PWB Materials Unit, General Manager of the PWB Materials Marketing Department, and President of Nittobo Taiwan Co., Ltd.
Hirokazu Nagata <b>(newly appointed)</b>	Executive Officer	Deputy Division General Manager of the Electronic Materials Business Division, Head of the Yarn Unit, and Chairman and Representative Director of Nitto Glass Fiber Manufacturing Co., Ltd.

So Shigeoka <b>(newly appointed)</b>	Executive Officer	Deputy Division General Manager of the Electronic Materials Business Division
Yuichi Ameda <b>(newly appointed)</b>	Executive Officer	Division General Manager of the Insulation Materials Business Division, and President and Representative Director of Paramount Glass Manufacturing Co., Ltd.
Haruka Yamazaki <b>(newly appointed)</b>	Executive Officer	Responsible for the Risk Management Department and the Legal Department, and General Manager of the Legal Department, the Corporate Management Division

4. List of Technical Supervisors [Effective April 1, 2026]

Name	Position	Responsibility
Kazuhiko Igarashi	Senior Technical Supervisor	Responsible for glass-melting technology, environmental technology, DX, and chemicals field, Head of the Fukuyama Enterprise Center, Corporate Management Division, and Representative and President of Nittobo FRP Laboratory Co., Ltd.
Yuji Sugama	Technical Supervisor	Responsible for Bone Metabolism Business, and Silkworm Business, and Representative and President of Frontier Institute Co., Ltd.

5. Change of committee members [Effective April 1, 2026]

Nomination Committee

Chair	Sadayoshi Fujishige
Member	Agasa Naito
Member	Yasuharu Nakajima
Member	Takeshi Miida
Member	Yuichi Tsuji

Remuneration Committee

Chair	Takeshi Miida
Member	Sadayoshi Fujishige
Member	Agasa Naito
Member	Yasuharu Nakajima
Member	Yuichi Tsuji

Audit Committee

Chair	Yasuharu Nakajima
Member	Sadayoshi Fujishige
Member	Agasa Naito
Member	Takeshi Miida
Member	Takanobu Matsunaga

6. Candidates for Director (To be placed on the agenda of the Ordinary General Meeting of Shareholders to be held in June 2026)

At today's Nomination Committee meeting, candidates for the Board of Directors were selected and subsequently reported to the Board of Directors.

Director	Yuichi Tsuji
Director	Hisanobu Hayashi *New (Also serves as Executive Officer)
Director	Takanobu Matsunaga
External Director	Sadayoshi Fujishige
External Director	Agasa Naito
External Director	Yasuharu Nakajima
External Director	Takeshi Miida

7. Each Committee will be composed of the following members (To be discussed at the Board of Directors meeting to be held after the Ordinary General Meeting of Shareholders to be held in June, 2026)

Nomination Committee

Chair	Sadayoshi Fujishige
Member	Agasa Naito
Member	Yasuharu Nakajima
Member	Takeshi Miida
Member	Yuichi Tsuji

Remuneration Committee

Chair	Takeshi Miida
Member	Sadayoshi Fujishige
Member	Agasa Naito
Member	Yasuharu Nakajima
Member	Yuichi Tsuji

Audit Committee

Chair	Yasuharu Nakajima
Member	Sadayoshi Fujishige
Member	Agasa Naito
Member	Takeshi Miida
Member	Takanobu Matsunaga