



May 8, 2025

Company name: TOMOKU CO., LTD.
Name of representative: Mitsuo Nakahashi,
Representative Director,
President & Chief Executive
Officer
(Securities code: 3946, TSE
Prime Market)
Inquiries: Yoshito Yamaguchi, Director,
Senior Managing Executive
Officer
(Telephone: +81-3-3213-6811)

Notice Concerning Change in Directors and Executive Officers

TOMOKU CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on May 8, 2025, on the following change in the Directors and Executive Officers. Please note that the change in the Directors and Executive Officers and the appointment of Executive Officers will be officially decided at the Annual General Meeting of Shareholders to be held on June 24, 2025, and at the subsequent meeting of the Board of Directors.

1. Change in Directors (Scheduled on June 24, 2025)

(1) Director to be newly appointed

| Name | New title | Current position |
|----------------|---------------------|------------------|
| Kouji Koyanagi | Director (External) | — |

(2) Director scheduled to resign

| Name | New title, etc. | Current position |
|--------------------|-----------------|---------------------|
| Toshihiko Nagayasu | (Resignation) | Director (External) |

2. Change in Executive Officers (Scheduled on June 24, 2025)

(1) Executive Officers to be newly appointed

| Name | New title | Current position |
|-------------------|---|--|
| Masao Shimizu | Executive Officer General Manager of Nagano Works | General Manager of Hamamatsu Works |
| Takeshi Terashima | Executive Officer General Manager of Sendai Works | General Manager of Yamagata Works / General Manager of Sendai Works |
| Masaaki Matsubara | Executive Officer General Manager of Sales Dept. III (continuing) | General Manager of Sales Dept. III |
| Hironobu Kirisawa | Executive Officer General Manager of Sales Dept. II (continuing) | General Manager of Sales Dept. II |

(2) Executive Officers scheduled to resign

| Name | New title, etc. | Current position |
|-----------------|--|---|
| Mitsuo Inoue | (Resignation) President of Toshin Package Co., Ltd. | Managing Executive Officer and General Manager of Sapporo Works |
| Hisao Sonoki | (Resignation) Managing Executive Officer of Tohun Co., Ltd. | Executive Officer and General Manager of Innovation Promotion Office |
| Noboru Ito | (Resignation) President of Taiyo Co., Ltd. | Executive Officer and Manager of South Kanto Area President of Taiyo Co., Ltd. |
| Nobuhiro Iiyama | (Resignation) Director and Senior Managing Executive Officer of Tohun Co., Ltd. | Executive Officer and Manager of Kansai Area |

(3) Change in Executive Officers

| Name | New title | Current position |
|--------------------|---|--|
| Shoji Hirose | Representative Director and Executive Vice President President of Tohun Co., Ltd. | Representative Director and Executive Vice President In Charge of Production Div. |
| Takeshi Ariga | Director and Senior Managing Executive Officer General Manager of Safety Promotion and Quality Assurance Div. President of HOKUYO CO., LTD. | Director and Senior Managing Executive Officer General Manager of Safety Promotion and Quality Assurance Div. |
| Shiro Tomita | Managing Executive Officer and Responsible for Tokai Area President of Enshu Kami Kogyo Co., Ltd. | Managing Executive Officer and Manager of North Kanto Area President of Toshin Package Co., Ltd. |
| Tatsunori Uejima | Managing Executive Officer and General Manager of Tatebayashi Works | Senior Executive Officer and General Manager of Tatebayashi Works |
| Takayuki Takanashi | Managing Executive Officer and General Manager of Production Div. | Senior Executive Officer and General Manager of Production Div. |
| Kyosuke Kibi | Senior Executive Officer General Director of TOMOKU VIETNAM CO., LTD. General Director of Khang Thanh Manufacturing CO., LTD. | Executive Officer General Director of TOMOKU VIETNAM CO., LTD. General Director of Khang Thanh Manufacturing CO., LTD. |
| Kyota Minowa | Senior Executive Officer Deputy General Manager of Sales Div. / Assistant Manager of Tokyo Sales Dept. / General Manager of Sales Dept. IV | Executive Officer Deputy General Manager of Sales Div. / Assistant Manager of Tokyo Sales Dept. / General Manager of Sales Dept. IV |
| Junya Arisawa | Executive Officer and General Manager of Sapporo Works | Executive Officer and General Manager of Nagano Works |

3. Structure of Directors, Audit & Supervisory Board Members, and Executive Officers after June 24, 2025 (Scheduled on June 24, 2025)

(1) Directors

| Name | Director |
|-------------------|-------------------------|
| Mitsuo Nakahashi | Representative Director |
| Shoji Hirose | Representative Director |
| Takeshi Ariga | Director |
| Terutaka Fukazawa | Director |
| Yoshito Yamaguchi | Director |
| Kazuho Fujiyama | Director |
| Mito Shimonaka | Director (External) |
| Tetsuya Kobayashi | Director (External) |
| Kouji Koyanagi | Director (External) |

(2) Audit & Supervisory Board Members

| Name | Audit & Supervisory Board Member |
|-----------------|---|
| Natsuki Tsujino | Full-time Audit & Supervisory Board Member |
| Shigeki Yagi | Audit & Supervisory Board Member (External) |
| Kayoko Kitade | Audit & Supervisory Board Member (External) |
| Yoshie Shinoki | Audit & Supervisory Board Member (External) |

(3) Executive Officers

| Name | Position | Assigned position |
|--------------------|-------------------------------------|---|
| Mitsuo Nakahashi* | President & Chief Executive Officer | |
| Shoji Hirose* | Executive Vice President | President of Tohun Co., Ltd. |
| Takeshi Ariga* | Senior Managing Executive Officer | General Manager of Safety Promotion and Quality Assurance Div. President of HOKUYO CO., LTD. |
| Terutaka Fukazawa* | Senior Managing Executive Officer | General Manager of Sales Div. / Manager of Tokyo Sales Dept. / Manager of Sales Development Dept. |
| Yoshito Yamaguchi* | Senior Managing Executive Officer | General Manager of Administration Div. |
| Kazuho Fujiyama* | Managing Executive Officer | Deputy General Manager of Administration Div. / General Manager of President's Office |
| Shiro Tomita | Managing Executive Officer | Responsible for Tokai Area President of Enshu Kami Kogyo Co., Ltd. |
| Tatsunori Uejima | Managing Executive Officer | General Manager of Tatebayashi Works |
| Takayuki Takanashi | Managing Executive Officer | General Manager of Production Div. |
| Kenichi Ota | Senior Executive Officer | General Manager of Iwatsuki Works |
| Kyosuke Kibi | Senior Executive Officer | General Director of TOMOKU VIETNAM CO., LTD. General Director of Khang Thanh Manufacturing CO., LTD. |
| Kyota Minowa | Senior Executive Officer | Deputy General Manager of Sales Div. / Assistant Manager of Tokyo Sales Dept. / General Manager of Sales Dept. IV |
| Koichi Sato | Executive Officer | General Manager of Atsugi Works |
| Shigekuni Tanaka | Executive Officer | General Manager of Kobe Works |
| Junya Arisawa | Executive Officer | General Manager of Sapporo Works |
| Masaki Ishii | Executive Officer | General Manager of Chiba Folding Carton Works / General Manager of Tomoprest Works / Manager of Printing and Folding Carton Sales Dept. |
| Masao Shimizu | Executive Officer | General Manager of Nagano Works |
| Takeshi Terashima | Executive Officer | General Manager of Sendai Works |
| Masaaki Matsubara | Executive Officer | General Manager of Sales Dept. III |
| Hironobu Kirisawa | Executive Officer | General Manager of Sales Dept. II |

(Note) The asterisk (*) in the name column indicates that the person is Executive Officer who concurrently hold the position as Director.