



February 6, 2025

To whom it may concern:

Company Name	NICHIAS Corporation
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Securities Code	5393 (Tokyo Stock Exchange Prime Market)
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## Notice of Organizational Changes and Officer Personnel Changes

The Company hereby announces that it has resolved at a meeting of its Board of Directors held today the following organizational changes, and personnel changes for directors and executive officers for the upcoming fiscal year.

### 1. Organizational Changes: Effective April 1

In order to plan and execute more agile management strategies, strengthen human capital management, and further enhance the business management system under the rapidly changing business environment, the Company will make the following organizational changes.

- (1) The Business Strategy Office will be newly established as an organization under the direct control of the President.
- (2) The Personnel Planning Department, which will receive some functionality taken from the Corporate Strategic Planning Department and the Personnel Department of the Corporate Administration Division, will be established under the Business Strategy Office.

### 2. Changes in Officers' Positions, Titles, and Responsibilities: Effective April 1

- (1) Changes in directors' positions, titles, and responsibilities

(Underlined portions indicate changes in positions/titles/responsibilities)

Name	New position/title/responsibilities	Current position/title/responsibilities
Satoshi Tanabe	Director and Senior Managing Executive Officer <u>In Charge of Production Department,</u> Health and Safety, Environment, and Quality Assurance	Director and Senior Managing Executive Officer <u>Division Director of Production, Health and Safety, Environment, and Quality Assurance, and Division Director of Production Headquarter Division</u>
Kiyoshi Sato	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion, <u>Division Director of Research &amp; Development Division</u>

(2) Changes in executive officers' positions, titles, and responsibilities

(Underlined portions indicate changes in positions/titles/responsibilities)

Name	New position/title/responsibilities	Current position/title/responsibilities
Hiroki Asada	Senior Executive Officer <u>Division Director of Production Headquarter Division</u>	Senior Executive Officer <u>Division Director of Industrial Products Division</u>
Yuko Totsuka	Senior Executive Officer In Charge of Environment	Senior Executive Officer In Charge of <u>Health and Safety, Environment, and Quality Assurance</u>
Koji Iwata	Executive Officer Division Director of Research & Development Division, and Division Director of Planning & Development Department in Research & Development Division	Executive Officer <u>Deputy</u> Division Director of Research & Development Division, and Division Director of Planning & Development Department in Research & Development Division

3. Changes in Directors and Executive Officers for the Upcoming Fiscal Year: Effective June 27

(1) Director candidates for the upcoming fiscal year (8 candidates)

As the terms of office of all eight incumbent directors will expire at the conclusion of the Ordinary General Meeting of Shareholders to be held on June 27, 2025, a total of eight directors, seven of whom are to be reappointed and one who is to be newly appointed, are to be proposed at the same meeting as follows.

Subject to their election as directors at the said meeting, they will assume their respective positions, titles, and responsibilities upon resolution at a meeting of the Board of Directors to be held after the said meeting.

(Underlined portions indicate changes in positions/titles/responsibilities)

Status	Name	New position/title/responsibilities	Current position/title/responsibilities
Reappointment	Katsumi Kametsu	Representative Director, President & Chief Executive Officer	Representative Director, President & Chief Executive Officer
Reappointment	Tsukasa Yamamoto	Representative Director and Senior Managing Executive Officer In Charge of Internal Control, Compliance, Sustainability, and Accounting	Representative Director and Senior Managing Executive Officer In Charge of Internal Control, Compliance, Sustainability, and Accounting
Reappointment	Satoshi Tanabe	Director and Senior Managing Executive Officer In Charge of Production Department, Health and Safety, Environment, and Quality Assurance	Director and Senior Managing Executive Officer In Charge of Production Department, Health and Safety, Environment, and Quality Assurance
Reappointment	Kiyoshi Sato	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion
Promotion	Yukinori Ryuko	Director and <u>Managing</u> Executive Officer In Charge of Sales Department, and Division Director of Advanced Products Division	Director and <u>Senior</u> Executive Officer In Charge of Sales Department, and Division Director of Advanced Products Division
Reappointment	Yoko Wachi	Outside Director	Outside Director

Reappointment	Yasushi Manabe	Outside Director	Outside Director
New appointment	Reiko Iwasaki	<u>Outside Director</u>	

\*“Current position/title/responsibilities” indicates the position, title, and/or responsibilities after the changes scheduled on April 1, 2025.

Retiring directors (1 director)

Yoichi Eto (currently Outside Director)

(2) Executive officers for the upcoming fiscal year (13 executive officers)

As the terms of office of all 10 current executive officers will expire on June 27, 2025, a total of 13 executive officers, nine of whom were reappointed and four of whom was newly appointed, were elected as the executive officers for the upcoming fiscal year as follows.

(Underlined portions indicate changes in positions/titles/responsibilities)

Executive Officer	Name	New position/title/responsibilities	Current position/title/responsibilities
Reappointment	Hiroki Asada	Senior Executive Officer Division Director of Production Headquarter Division	Senior Executive Officer Division Director of Production Headquarter Division
Reappointment	Mikio Torizuka	Senior Executive Officer Division Director of Energy and Industrial Plants Division	Senior Executive Officer Division Director of Energy and Industrial Plants Division
Reappointment	Yuko Totsuka	Senior Executive Officer In Charge of Environment	Senior Executive Officer In Charge of Environment
Reappointment	Koji Fujii	Executive Officer In charge of Creating mechanisms for Sales, and Project Manager – Next Generation Business Development Project	Executive Officer In charge of Creating mechanisms for Sales, and Project Manager – Next Generation Business Development Project
Reappointment	Hiroyuki Tomimatsu	Executive Officer Division Director of Building Materials Division	Executive Officer Division Director of Building Materials Division
Reappointment	Hironori Matate	Executive Officer Division Director of Corporate Administration Division	Executive Officer Division Director of Corporate Administration Division
Reappointment	Hironobu Imanaka	Executive Officer Division Director of Autoparts Division	Executive Officer Division Director of Autoparts Division
Reappointment	Satoshi Minobe	Executive Officer Deputy Division Director of Production Headquarter Division	Executive Officer Deputy Division Director of Production Headquarter Division
Reappointment	Koji Iwata	Executive Officer Division Director of Research & Development Division, and Division Director of Planning & Development Department in Research & Development Division	Executive Officer Division Director of Research & Development Division, and Division Director of Planning & Development Department in Research & Development Division
New appointment	Shohei Fujii	<u>Executive Officer</u> Division Director of Industrial Products Division	Division Director of Industrial Products Division

New appointment	Masaaki Hiratsuka	<u>Executive Officer</u> Technical Executive Manager of Industrial Products Division	Technical Executive Manager of Industrial Products Division
New appointment	Kimihiko Nishiwaki	<u>Executive Officer</u> Section Manager of Business Strategy Office, and Division Director of Personnel Planning Department in Business Strategy Office	Section Manager of Business Strategy Office, and Division Director of Personnel Planning Department in Business Strategy Office
New appointment	Akira Sasaki	<u>Executive Officer</u> President of Metakote Industry Corporation	President of Metakote Industry Corporation

\*“Current position/title/responsibilities” indicates the position, title, and/or responsibilities after the changes scheduled on April 1, 2025.

Retiring executive officers (1 executive officer)

Tatsuya Kawabe (currently Executive Officer and In Charge of Personnel System Reform and Work-Style Reform)