



December 10, 2025

Company Name	Mitsubishi Materials Corporation	
Representative	Executive Officer and President	Tetsuya Tanaka
	(TSE Prime Market Securities Code 5711)	
Contact	Investor Relations Dept., General Manager	Shinsuke Oda
	(Telephone +81-3-5252-5290)	

Notice Concerning Changes in the Representative Executive Officer and Executive Officers

Mitsubishi Materials Corporation (the “Company”) hereby announces the following changes in the Representative Executive Officer and Executive Officers, as resolved at the Board of Directors’ meeting held today.

1. Change in Representative Executive Officer

1) Reason for Change

Due to changes in the management structure

2) Newly Appointed Representative Executive Officer (effective April 1, 2026)

Name: Kayo Hirano

New Position: Managing Executive Officer (Representative Executive Officer)

Current Position: Managing Executive Officer

(Personal History)

Date of birth	Personal history		Number of Company shares held
July 17, 1974	Apr. 2004	Joined Sakura & Co.	20 shares
	Sept. 2004	Joined ShinNihon Audit Firm (currently Ernst & Young ShinNihon LLC)	
	Mar. 2008	Joined Morgan Stanley Securities Co., Ltd. (currently Morgan Stanley MUFG Securities Co., Ltd.)	
	Jan. 2009	Joined ShinNihon LLC (currently Ernst & Young ShinNihon LLC)	
	Sept. 2013	Joined LIXIL Corporation	
	Apr. 2021	Senior Vice President, Leader, Investor Relations Office, LIXIL Corporation	
	Oct. 2022	Senior Vice President, Leader, Investor Relations Office, and Leader, Finance & Treasury Corporate Accounting & Treasury/Tax, LIXIL Corporation	
	Apr. 2024	Joined the Company	
	Jun. 2024	General Manager, Accounting & Finance Div.	
		General Manager, Accounting & Finance Div.; General Manager, Management Administration Dept.	
	Apr. 2025	Managing Executive Officer, CFO	
	Jun. 2025	Director, Managing Executive Officer, CFO (to present)	

3) Retiring Representative Executive Officer (effective March 31, 2026)

Name: Nobuhiro Takayanagi

Current Position: Managing Executive Officer (Representative Executive Officer)

2. Changes in Executive Officers

1) New Appointment of Executive Officers (effective April 1, 2026)

Name: Miki Adachi

New Position: Managing Executive Officer

Current Position: General Manager, Innovation Center

Name: Tatsuya Inoue

New Position: Managing Executive Officer

Current Position: General Manager, Resource Circulation Division, Metals Company

2) Retiring Executive Officers (effective March 31, 2026)

Name: Toshinori Ishii

Current Position: Managing Executive Officer

Name: Nobuhiro Takayanagi

Current Position: Managing Executive Officer (Representative Executive Officer)

Name: Kazuo Ohara

Current Position: Managing Executive Officer

3. Executive Officer Responsibilities (effective April 1, 2026)

Name	New Appointment	Current Appointment
Tetsuya Tanaka	Executive Officer and President (Representative Executive Officer), CEO Responsible for General Operation of the Company, Internal Audit, Management Strategy	Executive Officer and President (Representative Executive Officer), CEO Responsible for General Operation of the Company, Internal Audit, Management Strategy, Sustainability Promotion <sup>*1</sup> , Mitsubishi Materials Europe B.V.
Kayo Hirano	Managing Executive Officer (Representative Executive Officer), CFO Responsibilities of the CFO <sup>*2</sup> , Responsible for Procurement, Resources Business	Managing Executive Officer, CFO Responsibilities of the CFO <sup>*2</sup> , Responsible for Procurement & Logistics
Makiko Nogawa	Managing Executive Officer, CHRO Responsibilities of the CHRO, Responsible for Legal & General Affairs, Corporate Communications, Business Transformation	Managing Executive Officer, CHRO Responsibilities of the CHRO, Responsible for General Affairs, Corporate Communications, Legal & Compliance, Business Transformation
Miki Adachi	Managing Executive Officer, CTO Responsibilities of the CTO <sup>*3</sup> , Responsible for Sustainability and SCQ Promotion, Renewable Energy Business	General Manager, Innovation Center
Tatsuya Inoue	Managing Executive Officer Responsible for Materials Area <sup>*4</sup>	General Manager, Resource Circulation Division, Metals Company
Zhang Shoubin	Managing Executive Officer Responsible for Products Area <sup>*5</sup>	Managing Executive Officer President, Advanced Products Company

<sup>\*1</sup> Sustainability Promotion: Sustainability Management (including Safety, Environment & Quality, Sustainable Development, Environmental Stewardship Center)

<sup>\*2</sup> Responsibilities of the CFO: Accounting, Finance, Financial Controlling, Investor Relations

<sup>\*3</sup> Responsibilities of the CTO: Digital Strategy, Production Technology, Development Strategy, Intellectual Property

<sup>\*4</sup> Materials Area: Smelting Business, Resource Recycling Business, Copper & Copper Alloy Products Business, Tungsten Business

<sup>\*5</sup> Products Area: Carbide Products Business, Advanced Products Business

< Abbreviations >

CEO: Chief Executive Officer

CFO: Chief Financial Officer

CHRO: Chief Human Resources Officer

CTO: Chief Technical Officer

SCQ: Safety & Health, Compliance & Environment, Quality

End