



February 13, 2026

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	Hisanori Ekawa, Director, Operating Officer and Executive General Manager 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 27, 2026. Details are as follows. These changes are scheduled to become official following decisions at the 82nd ordinary general meeting of the Company’s shareholders to be held on March 27, 2026, and the subsequent Board of Directors meeting.

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

(1) Retiring Director

Toshihiko Mikami (Currently Director and Managing Executive Officer In charge of International Division)

Kazuhisa Nishigai (Currently Outside Director)

(Note) Toshihiko Mikami will assume the posts of Operating Officer and Executive General Manager of International Division of the Company.

2. Changes in Operating Officer

(1) Promotion in status: Executive Officer

Director and Managing Executive Officer

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

(2) New Operating Officer candidate

Operating Officer Naoki Tokunaga (Currently General Manager of IT Strategy Office)

(3) Retiring Operating Officer

Yosuke Koto (Currently Operating Officer and Executive General Manager of International Division)

Daikan Kobayashi (Currently Operating Officer and General Manager of the General Affairs Department in the Administrative Division)

(Note) Yosuke Koto will become Director and VP of OCM Manufacturing LLC.

Daikan Kobayashi will continue to serve as General Manager of the General Affairs Department in the Administrative Division of the Company.

(Reference)

New executives as of March 27, 2026 (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
Toshinori Kai	Director and Managing Executive Officer In charge of Sales Division	Same as left
# Hisanori Ekawa	Director and Managing Executive Officer In charge of Administrative Division	Director and Operating Officer Executive General Manager of Administrative Division
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
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	Same as left
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, S.T. CORPORATION Outside Director of MODEC, Inc. (Audit & Supervisory Committee Member) 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 Audit & Supervisory Board Member of Hioki E.E. Corporation	Same as left

1. Naoya Hasegawa, 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
Toshihiko Mikami	Operating Officer Executive General Manager of International Division	Director and Managing Executive Officer In charge of International Division
Masakazu Yokoyama	Operating Officer General Manager of the Human Resources and General Affairs Department in the Administrative Division	Same as left
Takashi Okouchi	Operating Officer Executive General Manager of Production Division	Same as left
Takashi Yokoyama	Operating Officer Executive General Manager of R&D Division	Same as left
Andy Cramer	Operating Officer Director and President of OCM, Inc.	Same as left
Junya Inoue	Operating Officer General Manager of Corporate Planning Office	Same as left
Tomotoshi Mizugaki	Operating Officer Sales Division, General Manager of Tokyo Branch	Same as left
Junji Ida	Operating Officer Sales Division, General Manager of the Basepack Division	Same as left
Naoki Tokunaga	Operating Officer General Manager of IT Strategy Office	— General Manager of IT Strategy Office