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March 27, 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, Managing Executive
 Officer and Head of Administrative Division
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Notice of Organizational Changes and Changes in Executives

Okabe Co., Ltd. (the “Company”) hereby announces that its Board of Directors, at a meeting held today, resolved to implement organizational changes and changes in its Executives effective March 27, 2026, for the purpose of accelerating decision-making and strengthening cross-departmental collaboration.

1. Overview of Organizational Changes

The key points of the organizational changes are as follows:

(1) Transition to a Division System

The Company will transition to a function-based Division system to establish a structure capable of responding swiftly to changes in the business environment and addressing management issues more flexibly. At the same time, by gradually streamlining and optimizing the organizational structure and hierarchy, and by clarifying the scope of authority and accountability, the Company aims to accelerate decision-making and strengthen cross-functional collaboration.

(2) Establishment of the Human Resources Division

Under our medium-term management plan, “OX-2026,” the Company will further accelerate our commitment to human capital management. We are clearly positioning investment in “Human Capital” —the source of our sustainable growth—and the empowerment of our talent as a top-priority management theme.

2. Changes in Executive Officers and Operating Officers accompanying Organizational Changes

(1) Executive Officers serving concurrently as Directors

Name	New titles, and major new responsibilities or concurrent positions	Previous titles, and major previous responsibilities or concurrent positions
Toshinori Kai	Director and Managing Executive Officer Head of Sales Division	Director and Managing Executive Officer In charge of Sales Division
Hisanori Ekawa	Director and Managing Executive Officer Head of Administrative Division	Director and Operating Officer Executive General Manager of Administrative Division

(2) Operating Officers not serving concurrently as Directors

Name	New titles, and major new responsibilities or concurrent positions		Previous titles, and major previous responsibilities or concurrent positions	
Toshihiko Mikami	Operating Officer	Head of International Division	Director and Managing Executive Officer	In charge of International Division
Masakazu Yokoyama	Operating Officer	Head of Human Resources Division	Operating Officer	General Manager of Human Resources and General Affairs Department in the Administrative Division
Takashi Okouchi	Operating Officer	Head of Production Division	Operating Officer	Executive General Manager of Production Division
Takashi Yokoyama	Operating Officer	Head of R&D Division	Operating Officer	Executive General Manager of R&D Division
Tomotoshi Mizugaki	Operating Officer	Sales Division, General Manager of Tokyo Branch	Operating Officer	Sales Division, General Manager of Tokyo Branch
Junji Ida	Operating Officer	Sales Division, General Manager of Basepack Business Department	Operating Officer	Sales Division, General Manager of Basepack Business Department

(Reference)

Executives as of March 27, 2026

(1) Directors

Name	Titles, and major responsibilities or concurrent positions	
Hirohide Kawase	Representative Director	President and Chief Executive Officer
Toshinori Kai	Director and Managing Executive Officer	Head of Sales Division
Hisanori Ekawa	Director and Managing Executive Officer	Head 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.
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
Toshinari Endou	Director (Full-time Audit & Supervisory Committee Member)	Chairman of Audit & Supervisory Committee
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)
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

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 Officers not serving concurrently as Directors

Name	Titles, and major responsibilities or concurrent positions	
Toshihiko Mikami	Operating Officer	Head of International Division
Masakazu Yokoyama	Operating Officer	Head of Human Resources Division
Takashi Okouchi	Operating Officer	Head of Production Division
Takashi Yokoyama	Operating Officer	Head of R&D Division
Andy Cramer	Operating Officer	Director and President of OCM, Inc.
Junya Inoue	Operating Officer	Head of Corporate Planning Office
Tomotoshi Mizugaki	Operating Officer	Sales Division, General Manager of Tokyo Branch
Junji Ida	Operating Officer	Sales Division, General Manager of Basepack Business Department
Naoki Tokunaga	Operating Officer	Head of IT Strategy Office