



February 24, 2026

To Whom It May Concern:

Company name: NITTO KOGYO CORPORATION  
Representative: Toru Kurono, President and COO  
(Securities code: 6651, Prime Market of Tokyo Stock Exchange,  
Premier Market of Nagoya Stock Exchange)  
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General Affairs Department  
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### Notice Regarding Changes of Representative Directors and Directors

NITTO KOGYO CORPORATION (the “Company”) hereby announces that at the Board of Directors’ meeting held today, the Company has decided to make the following changes to its Representative Directors and Directors. These changes will be officially determined at the 78th Annual General Meeting of Shareholders and the Board of Directors’ meeting following the General Meeting of Shareholders to be held in late June.

#### 1. Changes of Representative Directors

##### (1) Reason for the changes

The Company aims to strengthen its business foundation under the new management structure for realizing further business expansion and increasing corporate value.

##### (2) Names, positions, and titles of new and previous Representative Directors (as of the date of the Annual General Meeting of Shareholders to be held in late June 2026)

New position and title	Previous position and title	Name
Representative Director, President and COO	Managing Director	Akitaka Tejima
Senior Adviser	Representative Director, President and COO	Toru Kurono

(3) Career summary of a newly appointed Representative Director

Name Date of birth	Career summary	Number of shares held
Akitaka Tejima October 20, 1964	April 1988	Joined the Company
	March 2010	Department Manager of Human Resources Department
	June 2011	Department Manager of Accounting Department
	March 2015	Managing Director of SunTelephone Co., Ltd.
	June 2017	Senior Managing Director of SunTelephone Co., Ltd.
	April 2019	Executive Officer of the Company Head of Business Management Division
	June 2020	Director Responsible for Quality Control Division (current position) Responsible for Business Management Division (current position) Responsible for Internal Control Office
	April 2022	Responsible for DX Strategic Planning Division (current position) Head of DX Strategic Planning Division
	April 2023	Responsible for Sustainability Promotion Office
	April 2024	Managing Director (current position)
		7,214 (as of January 31, 2026)

2. Changes of Directors (excluding Audit and Supervisory Committee Members)

(1) Change of position and title of Director (who is not an Audit and Supervisory Committee Member) (as of the date of the Annual General Meeting of Shareholders to be held in late June 2026)

New position and title	Previous position and title	Name
Senior Managing Director	Managing Director	Koichiro Sato

(2) Candidates for newly appointed Directors (excluding Audit and Supervisory Committee Members) (as of the date of the Annual General Meeting of Shareholders to be held in late June 2026)

New position and title	Previous position and title	Name
Director	President and Chief Executive Officer of SunTelephone Co., Ltd.	Kenichi Suzuki

New position and title	Previous position and title	Name
Director	Executive Officer, Head of Production Division	Yoshitaka Sato

(3) Career summaries of candidates for newly appointed Directors (who is not an Audit and Supervisory Committee Member)

Name	Kenichi Suzuki	
Date of birth	February 16, 1967	
Career summary	June 1990	Joined the Company
	September 2014	Department Manager of Chubu Sales Department
	April 2017	Department Manager of Sales Planning Department and Office Manager of Customer Service Office
	April 2019	Executive Officer Department Manager of Sales Planning Department
	April 2020	Deputy Head of Sales Division
	April 2021	Senior Managing Director of SunTelephone Co., Ltd.
	June 2022	President and Chief Executive Officer of SunTelephone Co., Ltd. (current position)

Name	Yoshitaka Sato	
Date of birth	January 17, 1969	
Career summary	April 1991	Joined the Company
	October 2010	Department Manager of Production Planning Department
	October 2015	Department Manager of Logistics Department
	April 2017	Department Manager of Human Resources Department
	April 2019	Executive Officer Department Manager of Human Resources Department
	April 2023	Deputy Head of Production Division
	April 2025	Head of Production Division (current position)

(4) Retiring Directors (excluding Audit and Supervisory Committee Members)

Toru Kurono (to be appointed as Senior Adviser of the Company)

Koichi Takenaka (to be appointed as Adviser of the Company)

They will retire from the position of Director due to the expiry of their terms of office at the conclusion of the 78th Annual General Meeting of Shareholders to be held in late June 2026.

Reference:

Names, positions, and titles of Directors as of April 1, 2026

Persons marked with asterisk (\*) are Representative Directors.

Position and title	Name	Responsibility
* Chairman and CEO (Chairman of the Board of Directors and Chief Executive Officer)	Tokio Kato	
* President and COO (Chief Operating Officer)	Toru Kurono	Responsible for Job Satisfaction Reform Promotion Office, Public Relations Office, and Audit Office
Managing Director	Koichiro Sato	Responsible for Overseas Business Planning Division, Overseas Business Division, and Sales Division Delegated authority to act as Head of Overseas Business Planning Division
Managing Director	Akitaka Tejima	Responsible for Group Business Planning Division, Business Management Division, DX Strategic Planning Division, and Quality Control Division
Director	Koichi Takenaka	Responsible for Internal Control Office
Director	Yusuke Kobayashi	Responsible for Energy Management Business Division, New Business Division, and Development Division Delegated authority to act as Head of Energy Management Business Division and New Business Division
Director	Katsuhiko Kawaji	Responsible for Core Business Division, Production Division, and Facilities and Environment Management Office Delegated authority to act as Head of Core Business Division
Director Audit and Supervisory Committee Member	Kazufumi Suehiro	
Outside Director Audit and Supervisory Committee Member	Miyuki Nakagawa	
Outside Director Audit and Supervisory Committee Member	Mikio Asano	
Outside Director Audit and Supervisory Committee Member	Masako Kubo	
Outside Director Audit and Supervisory Committee Member	Shuichi Koyama	

Names, positions, and titles of Directors as of the date of the Annual General Meeting of Shareholders to be held in late June 2026 (planned)

Persons marked with asterisk (\*) are Representative Directors.

Position and title	Name	Responsibility
* Chairman and CEO (Chairman of the Board of Directors and Chief Executive Officer)	Tokio Kato	
* President and COO (Chief Operating Officer)	Akitaka Tejima	Responsible for Job Satisfaction Reform Promotion Office, Public Relations Office, Audit Office, Group Business Planning Division, and DX Strategic Planning Division
Senior Managing Director	Koichiro Sato	Responsible for Overseas Business Planning Division and Overseas Business Division Delegated authority to act as Head of Overseas Business Planning Division
Director	Yusuke Kobayashi	Responsible for Energy Management Business Division, New Business Division, and Development Division Delegated authority to act as Head of Energy Management Business Division and New Business Division
Director	Katsuhiko Kawaji	Responsible for Core Business Division, Production Division, and Facilities and Environment Management Office Delegated authority to act as Head of Core Business Division
Director	Kenichi Suzuki	Responsible for Sales Division
Director	Yoshitaka Sato	Responsible for Business Management Division, Quality Control Division, and Internal Control Office
Director Audit and Supervisory Committee Member	Kazufumi Suehiro	
Outside Director Audit and Supervisory Committee Member	Miyuki Nakagawa	
Outside Director Audit and Supervisory Committee Member	Mikio Asano	
Outside Director Audit and Supervisory Committee Member	Masako Kubo	
Outside Director Audit and Supervisory Committee Member	Shuichi Koyama	