

April 24, 2025

PRESS RELEASE

KOITO MANUFACTURING CO., LTD.

Representative Director: Michiaki Kato, President

(Stock Code: 7276 Prime Market, TSE)

Inquiries: Takahito Otake, Senior Managing Corporate Officer

(Tel: +81-3-3443-7111)

Announcement Regarding Changes of a Representative Director, Other Directors and Corporate Officers

KOITO MANUFACTURING CO., LTD. ("KOITO") announces that it resolved to change some of its Representative Director, other Directors and Corporate Officers at the Board of Directors held today.

The above changes are subject to approval at the 125th Ordinary General Meeting of Shareholders scheduled to be held on June 27, 2025 and at the subsequent meeting of the Board of Directors.

1. Changes of a Representative Director

(1) Reasons for the Change of a Representative Director

The KOITO Group faces a challenging business climate. With this background, KOITO has decided to change its Representative Director to strengthen the management system of the Company and its Group as a whole, and further improve its business achievement.

(2) Name and Position of a Representative Director Scheduled to Be Appointed

Name: Jun Toyota

New position: Executive Vice President

(3) Career History of the Representative Director Scheduled to Be Appointed

Name (date of birth)		Career history	Number of shares of the Company held (thousand shares)
Jun Toyota (August 24, 1959)	April 1983 January 2005 June 2005 June 2012 June 2013 June 2015 June 2017 June 2021 June 2022 June 2023	Joined KOITO Director, Koito Europe NV (KENV) Director Corporate Officer Managing Corporate Officer President, North American Lighting, Inc. (NAL) Director and Managing Corporate Officer Senior Managing Director Senior Managing Corporate Officer Senior Managing Director (present position) Sales Headquarters (present position)	16.0

(4) Scheduled Date of Appointment June 27, 2025

2. Changes of Directors (Scheduled Date: June 27, 2025)

(1) Newly Appointed Directors

Senior Managing Director	Takayuki Katsuda	(current position: Senior Managing Corporate Officer)
Senior Managing Director	Eisuke Shibata	(current position: Senior Managing Corporate Officer)
Senior Managing Director	Takahito Otake	(current position: Senior Managing Corporate Officer)
Outside Director	Yoshimasa Kawata (Vice President, Research Institute of Electronics,	
	Shizuoka University)	

3. Positions and Assignments of Directors and Audit & Supervisory Board Members Following the Ordinary General Meeting held on June 27, 2025

(1) Directors

Name	Positions and Assignments	
Masahiro Otake	Chairman and CEO	
Michiaki Kato	President and COO	
Masami Uchiyama	Executive Vice President Production Headquarters, Shizuoka Plant, Aircraft Equipment Division, In charge of General Affairs Department, Shizuoka	
Hideharu Konagaya	Executive Vice President Procurement Headquarters, In charge of General Affairs Department and Internal Audit Department	
Jun Toyota	Executive Vice President Sales Headquarters	
Katsuyuki Kusakawa	Senior Managing Director In charge of Quality Assurance Department, Compliance Department, Personnel Department and Cost Administration Department	
Takayuki Katsuda	Senior Managing Director Engineering Headquarters, In charge of Mobility Strategy Department, Shizuoka 1st Design Department and Research & Development Department	
Eisuke Shibata	Senior Managing Director International Operations Headquarters and Sales Headquarters	
Takahito Otake	Senior Managing Director Finance & Accounting Headquarters, In charge of Public Relations Department	
Haruya Uehara	Outside Director (part time) [Senior Advisor, Mitsubishi UFJ Trust and Banking Corporation]	
Kingo Sakurai	Outside Director (part time) [CPA]	
Chika Igarashi	Outside Director (part time) [Attorney]	
Risa Tanaka	Outside Director (part time) [President of The Graduate School of Project Design of Advanced Academy Agency]	
Yoshimasa Kawata	Outside Director (part time) [Vice President, Research Institute of Electronics, Shizuoka University]	

(2) Audit & Supervisory Board Members

Name	Positions and Assignments	
Mitsuo Kikuchi	Standing Audit and Supervisory Board Member	
Koichi Sakakibara	Standing Audit and Supervisory Board Member	
Hiroshi Kimeda	Outside Audit and Supervisory Board Member (part time) [Attorney]	
Hidemi Yamaguchi Outside Audit and Supervisory Board Member (part time) [Tax Accountant]		

4. Corporate Officers (Scheduled Date: June 27, 2025)

(1) Changes of Corporate Officers

-1. Newly Appointed and Promoted Corporate Officers

Managing Corporate Officer	Koichi Toyoda	(current position: President, Koito Transport Co., Ltd.)	
Managing Corporate Officer	Kohei Yamasaki	(current position: Corporate Officer)	
Managing Corporate Officer	Kazuhiro Aoshima	(current position: Corporate Officer)	
Managing Corporate Officer	Toshiyuki Tanaka	(current position: Corporate Officer)	
Managing Corporate Officer	Toru Miyajima	(current position: Corporate Officer)	
Corporate Officer	Hideaki Nakazawa	ı	
	(current position: 0	General Manager, 1st Product Development Department)	
Corporate Officer	Shin Muto (current position: General Manager, Procurement Department)		
Corporate Officer	Toru Takahashi		
	(current position: General Manager, Shizuoka 1st Design Department)		

-2. Retiring Corporate Officer

Managing Corporate Officer Atsushi Inoue (scheduled to be appointed to Part Time Advisor)

Managing Corporate Officer Toshiyuki Katsumata (scheduled to be appointed to President,

Haibara Machine and Tools Co., Ltd.)

(2) Positions and Assignments of Each Corporate Officer (The <u>underlined</u> parts indicate changes)

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Name	New Positions and Assignments	Current Positions and Assignments
	Managing Corporate Officer	Managing Corporate Officer
	International Operations Headquarters,	International Operations Headquarters,
Valauva Vamamata	In charge of	In charge of
Kakuya Yamamoto	Administration Department - International	Administration Department - International
	Operations and	Operations and
	China Operations	China Operations
	Managing Corporate Officer	
	Production Headquarters,	
	Sagara Plant,	Managing Corporate Officer
Manabu Kobayashi	In charge of	Chairman, North American Lighting, Inc.
	Safety Environment Department,	(NAL)
	Production Kaizen Department and	
	Quality Assurance Department	
	Managing Corporate Officer	
	Production Headquarters,	Managing Corporate Officer
Masayuki Otake	In charge of	In charge of
	Corporate Planning Department,	Business Transformation Department,
	Business Transformation Department,	Information System Department,
	Information System Department,	Corporate Planning Department and
	Personnel Department and	Mobility Strategy Department
	Mobility Strategy Department	

Managing Corporate Officer International Operations Headquarters, Engineering Headquarters, Engineering Headquarters, In charge of Product Performance Confirmation Department, 2nd Product Development Department, Department, Shizuoka 2nd Design, Department, Shizuoka 2nd Design, Department, Advanced Flectronics Development Department, Department, Advanced Flectronics Design & Development Department and Electronics Design & Development Department and Electronics Design & Development Department and Electronics Design & Development Department, Shizuoka 1st Design, Department, North American Lighting, Inc. (NAL) Managing Corporate Officer Engineering Headquarters, In charge of Sales Management Department, System Product Development and Toyota Design Department of Toyota Design Department In Corporate Officer Sales Headquarters In charge of Engineering Headquarters In charge of Financial Department In Corporate Officer Sales Headquarters In charge of Engineering Headquarters In charge of Engineering Headquarters In charge of Engineering Headquarters In charge of Sales Management Department, Spitch Product Development Department, Spitch Product Development Department, Spitch Product Development Department, System Product Development Department, System Product Development Department, System Product Development Department, Spitch P	Name	New Positions and Assignments	Current Positions and Assignments
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Toru Miyajima Production Headquarters, Haibara Plant, In charge of Sustainability Promotion Office and Logistics Department Production Headquarters, In charge of Production Kaizen Department, Production Engineering Department, Fujikawa Tool Department and		Managing Corporate Officer	
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In charge of Sustainability Promotion Office and Logistics Department In charge of Sustainability Promotion Office and Logistics Department Production Kaizen Department, Production Engineering Department, Fujikawa Tool Department and			
Sustainability Promotion Office and Logistics Department Logistics Department Production Engineering Department, Fujikawa Tool Department and		[* * * * * * * * * * * * * * * * * * *	
<u>Logistics Department</u> <u>Fujikawa Tool Department and</u>			_
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Name	New Positions and Assignments	Current Positions and Assignments
Hideki Ochiai	Corporate Officer President, THAI KOITO COMPANY LIMITED (THAI KOITO)	Corporate Officer President, THAI KOITO COMPANY LIMITED (THAI KOITO)
Masataka Choji	Corporate Officer President, Koito Czech s.r.o. (KCZ)	Corporate Officer President, Koito Czech s.r.o. (KCZ)
Kishore Ahuja	Corporate Officer President, North American Lighting, Inc. (NAL)	Corporate Officer President, North American Lighting, Inc. (NAL)
Hideki Oshima	Corporate Officer Vice President, THAI KOITO COMPANY LIMITED (THAI KOITO)	Corporate Officer Vice President, THAI KOITO COMPANY LIMITED (THAI KOITO)
Hiroaki Koito	Corporate Officer Sales Headquarters, In charge of Sensor Sales Department	Corporate Officer Sales Headquarters, In charge of Sensor Sales Department
Takeshi Masuda	Corporate Officer Engineering Headquarters, In charge of Intellectual Property Department, Mobility Strategy Department and Research & Development Department	Corporate Officer Engineering Headquarters, In charge of Intellectual Property Department, 2nd Product Development Department, Mobility Strategy Department and Research & Development Department
Hideaki Nakazawa	Corporate Officer In charge of Procurement Quality Technical Department and Quality Assurance Department	General Manager, 1st Product Development Department
Shin Muto	Corporate Officer Procurement Headquarters, In charge of Procurement Department	General Manager, Procurement Department
Toru Takahashi	Corporate Officer Engineering Headquarters, In charge of Design Development Department, Design Department, GUANGZHOU KOITO AUTOMOTIVE LAMP CO., LTD. and Shizuoka 1st Design Department	General Manager, Shizuoka 1st Design Department