

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
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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 Joined KOITO January 2005 Director, Koito Europe NV (KENV) June 2005 Director June 2012 Corporate Officer June 2013 Managing Corporate Officer June 2015 President, North American Lighting, Inc. (NAL) June 2017 Director and Managing Corporate Officer June 2021 Senior Managing Director June 2022 Senior Managing Corporate Officer June 2023 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	(current position: 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 underlined parts indicate changes)

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

Name	New Positions and Assignments	Current Positions and Assignments
Koji Shimakura	Managing Corporate Officer International Operations Headquarters, Engineering Headquarters, In charge of Product Performance Confirmation Department, 1st Product Development Department, <u>2nd Product Development Department, Shizuoka 2nd Design Department</u> , Advanced Electronics Development Department and Electronics Design & Development Department and Engineering Department, North American Lighting, Inc. (NAL)	Managing Corporate Officer International Operations Headquarters, Engineering Headquarters, In charge of <u>Sensor Development Department</u> , Product Performance Confirmation Department, 1st Product Development Department, <u>Shizuoka 1st Design Department</u> , Advanced Electronics Development Department and Electronics Design & Development Department and Engineering Department, North American Lighting, Inc. (NAL)
Kenichi Yoshioka	Managing Corporate Officer Engineering Headquarters, In charge of <u>Engineering Department</u> , <u>Sensor Development Department</u> , Project Management Department, System Product Development, Toyota Design Department and <u>Quality Assurance Department</u>	Managing Corporate Officer Engineering Headquarters, In charge of Project Management Department, System Product Development and Toyota Design Department
Koichi Toyoda	<u>Managing Corporate Officer</u> <u>Sales Headquarters and</u> <u>In charge of Sales Management Department</u>	<u>President, Koito Transport Co., Ltd.</u>
Kohei Yamasaki	<u>Managing Corporate Officer</u> Finance & Accounting Headquarters In charge of Financial Department and <u>General Affairs Department</u>	<u>Corporate Officer</u> Finance & Accounting Headquarters In charge of Financial Department
Kazuhiro Aoshima	<u>Managing Corporate Officer</u> Sales Headquarters In charge of Sensor Sales Department, Auto Parts Development & Sales Department, Kitakanto Branch and Tokyo Branch	<u>Corporate Officer</u> Sales Headquarters In charge of Sensor Sales Department, Auto Parts Development & Sales Department, Kitakanto Branch and Tokyo Branch
Toshiyuki Tanaka	<u>Managing Corporate Officer</u> International Operations Headquarters, Sales Headquarters In charge of Osaka Branch, Hiroshima Branch, Sales Department, GUANGZHOU KOITO AUTOMOTIVE LAMP CO., LTD. and Toyota Branch	<u>Corporate Officer</u> International Operations Headquarters, Sales Headquarters In charge of Osaka Branch, Hiroshima Branch, Sales Department, GUANGZHOU KOITO AUTOMOTIVE LAMP CO., LTD. and Toyota Branch
Toru Miyajima	<u>Managing Corporate Officer</u> Production Headquarters, Haibara Plant, In charge of <u>Sustainability Promotion Office and</u> <u>Logistics Department</u>	<u>Corporate Officer</u> Production Headquarters, Haibara Plant, <u>Sagara Plant</u> , In charge of <u>Production Kaizen Department</u> , <u>Production Engineering Department</u> , <u>Fujikawa Tool Department and</u> <u>Sustainability Promotion Office</u>

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, <u>2nd Product Development Department,</u> Mobility Strategy Department and Research & Development Department
Hideaki Nakazawa	<u>Corporate Officer</u> <u>In charge of</u> <u>Procurement Quality Technical Department</u> <u>and Quality Assurance Department</u>	<u>General Manager, 1st Product</u> <u>Development Department</u>
Shin Muto	<u>Corporate Officer</u> <u>Procurement Headquarters,</u> In charge of Procurement Department	General Manager, Procurement Department
Toru Takahashi	<u>Corporate Officer</u> <u>Engineering Headquarters,</u> <u>In charge of</u> <u>Design Development Department,</u> <u>Design Department, GUANGZHOU</u> <u>KOITO AUTOMOTIVE LAMP CO., LTD.</u> and Shizuoka 1st Design Department	General Manager, Shizuoka 1st Design Department