

Company name: MAEZAWA KASEI INDUSTRIES CO., LTD.
Name of representative: Junichi Kubo, President and Representative Director
(Securities code: 7925; TSE Prime Market)
Inquiries: Iwao Saito, Director and Senior Executive Officer, Chief of Administration Headquarters
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Notice of Organizational Change, Revision to Executive Officer System and Changes in Representative Director, Directors and Others

MAEZAWA KASEI INDUSTRIES CO., LTD. (the “Company”) hereby announces that the Company, at the Board of Directors meeting held today, resolved to implement an organizational change, a revision to the Executive Officer System, and changes in the Representative Director, Directors and others. In addition, the Company also announces other personnel changes.

As announced in the October 31, 2024 notice concerning the transition to a Company with an Audit and Supervisory Committee, the Company will transition to a Company with an Audit and Supervisory Committee, subject to approval at the 71st Ordinary General Meeting of Shareholders to be held on June 24, 2025.

1. Organizational change (effective April 1, 2025)

The Information System Department of the Administration Headquarters will be abolished and replaced with a new System Management Office of the Administration Headquarters.

2. Revision to the Executive Officer System (effective April 1, 2025)

The Company has introduced the Executive Officer System in order to support the Board of Directors in fulfilling its management supervisory function and to enable the efficient execution of operations. With the transition to a Company with an Audit and Supervisory Committee, the Company has redefined the duties and functions of Directors and Executive Officers.

The Company will establish a new position, “President Executive Officer,” as part of the Executive Officer category. This new position, as well as the existing positions of “Senior Managing Executive Officer,” “Managing Executive Officer,” “Senior Executive Officer” and “Executive Officer,” will further clarify the responsibility for the execution of operations related to their roles, as distinguished from the duties and functions of Directors. The position of Chairperson is not included in the Executive Officer System, as it is limited to assisting the President in the management role.

Furthermore, the Company positions the Executive Officer System as an opportunity to enhance the awareness of appointed personnel and to develop the next generation of management talent. Under this system, the Company appoints not only employment-based Executive Officers, who retain their employee status, but also delegation-based Executive Officers, for whom the contract period is set on a fiscal year basis. The delegation-based Executive Officers are subject to the single-year and medium- to long-term performance-linked compensation system, as are Directors, and shall assume their duties as high-level management personnel.

3. Changes in Representative Director (effective April 1, 2025)

(1) Details of the changes

New position	Name	Present position
Representative Director President Executive Officer	Satoru Tanaka	Director Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department Director of JOYOSUIDOKOGYO CO., LTD.
Chairperson of the Board	Junichi Kubo	President and Representative Director

(2) Reason for the changes

To transition to a new structure.

(3) Career summary of the new Representative Director

Name	Satoru Tanaka
Date of birth	April 25, 1969
Place of birth	Tokyo
Education	Graduate School of Engineering, Yokohama National University
Career summary	<p>Apr. 1996 Joined the Company</p> <p>July 2016 General Manager of Aquatic Environment Department, Aquatic Environment Division of the Company</p> <p>May 2019 General Manager of Aquatic Environment Division and General Manager of Aquatic Environment Department of the Company</p> <p>Apr. 2020 Executive Officer, General Manager of Aquatic Environment Division, and General Manager of Aquatic Environment Department of the Company</p> <p>Apr. 2021 Senior Executive Officer, Chief of Marketing Headquarters of the Company</p> <p>June 2022 Director and Senior Executive Officer, Chief of Marketing Headquarters of the Company</p> <p>Apr. 2023 Director and Senior Executive Officer, Chief of Marketing Headquarters and General Manager of Aquatic Environment Department of the Company (present position)</p>

Number of the Company's shares owned 4,000 shares (as of December 31, 2024)

4. Changes in Directors (effective April 1, 2025)

New position	Name	Present position
Director Director of NIIGATA MOLDING CO., LTD.	Tatsuhiro Mogi	Director Managing Executive Officer, Chief of Manufacturing Headquarters Director of NIIGATA MOLDING CO., LTD.

New position	Name	Present position
Director Senior Executive Officer, Chief of Administration Headquarters Audit & Supervisory Board Member of NIIGATA MOLDING CO., LTD. Audit & Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.	Iwao Saito	Director responsible for Internal Control and Investor Relations Senior Executive Officer, Chief of Administration Headquarters General Manager of Accounting Department Audit & Supervisory Board Member of NIIGATA MOLDING CO., LTD. Audit & Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.

5. Changes in Directors (scheduled for June 24, 2025)

(1) Directors (excluding Directors who serve as Audit and Supervisory Committee Members)

New position	Name	Present position (as of April 1, 2025)
Representative Director President Executive Officer	Satoru Tanaka	Representative Director President Executive Officer
Chairperson of the Board	Junichi Kubo	Chairperson of the Board
Director Senior Executive Officer, Chief of Administration Headquarters Audit & Supervisory Board Member of NIIGATA MOLDING CO., LTD. Audit & Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.	Iwao Saito	Director Senior Executive Officer, Chief of Administration Headquarters Audit & Supervisory Board Member of NIIGATA MOLDING CO., LTD. Audit & Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.
Outside Director	Junichi Kondo	Outside Director

(2) Directors who serve as Audit and Supervisory Committee Members

New position	Name	Present position (as of April 1, 2025)
Director, Audit and Supervisory Committee Member (full-time)	Masahiro Ito	Full-time Audit & Supervisory Board Member
Outside Director, Audit and Supervisory Committee Member	Mami Kato	Outside Director
Outside Director, Audit and Supervisory Committee Member	Masami Shinozaki	Outside Audit & Supervisory Board Member
Outside Director, Audit and Supervisory Committee Member	Tatsuya Kato	Outside Audit & Supervisory Board Member

6. Retiring Director (scheduled for June 24, 2025)

New position	Name	Present position (as of April 1, 2025)
Advisor	Tatsuhiro Mogi	Director Director of NIIGATA MOLDING CO., LTD.

Reference: Structure of Directors (scheduled for June 24, 2025)

Name	Position
Satoru Tanaka	Representative Director President Executive Officer
Junichi Kubo	Chairperson of the Board
Iwao Saito	Director Senior Executive Officer, Chief of Administration Headquarters Audit & Supervisory Board Member of NIIGATA MOLDING CO., LTD. Audit & Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.
Junichi Kondo	Outside Director
Masahiro Ito	Director, Audit and Supervisory Committee Member (full-time)
Mami Kato	Outside Director, Audit and Supervisory Committee Member
Masami Shinozaki	Outside Director, Audit and Supervisory Committee Member
Tatsuya Kato	Outside Director, Audit and Supervisory Committee Member

7. Personnel Changes (effective April 1, 2025)

New position	Name	Present position
Senior Executive Officer, Chief of Manufacturing Headquarters	Nobuo Takahashi	Senior Executive Officer, Chief of Research and Development Headquarters General Manager of Research Department
Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department Director of JOYOSUIDOKOGYO CO., LTD.	Takayuki Maro	Executive Officer, Tokyo Branch General Manager, Marketing Headquarters General Manager of Special Sales and Marketing Department, Marketing Headquarters
Executive Officer, Chief of Research and Development Headquarters General Manager of Research Department	Toshihiro Tamura	Executive Officer, Kansai Branch General Manager, Marketing Headquarters
Executive Officer, Tokyo Branch General Manager of Marketing Headquarters General Manager of Special Sales and Marketing Department	Kenji Harada	Executive Officer, General Manager of Marketing Planning Department, Marketing Headquarters
General Manager of System Management Office, Administration Headquarters	Yoshinori Nakajima	General Manager of Information System Department, Administration Headquarters
General Manager of Accounting Department, Administration Headquarters	Kosuke Mishima	
General Manager of Marketing Planning Department, Marketing Headquarters	Chikanobu Sakata	Kitakanto Branch General Manager, Marketing Headquarters
Kansai Branch General Manager, Marketing Headquarters	Hirokazu Matsuda	Chugoku Branch General Manager, Marketing Headquarters
Kitakanto Branch General Manager, Marketing Headquarters	Isao Itagaki	
Chugoku Branch General Manager, Marketing Headquarters	Masahiko Ogata	
Kyushu Branch General Manager, Marketing Headquarters	Koji Suzuki	

*The assumption of the position of Director at JOYOSUIDOKOGYO CO., LTD is subject to approval at the general meeting of shareholders of JOYOSUIDOKOGYO CO., LTD.

8. Personnel Change (effective June 24, 2025)

New position	Name	Present position (as of April 1, 2025)
Senior Executive Officer, Chief of Manufacturing Headquarters Director of NIIGATA MOLDING CO., LTD.	Nobuo Takahashi	Senior Executive Officer, Chief of Manufacturing Headquarters

*The assumption of the position of Director at NIIGATA MOLDING CO., LTD. is subject to approval at the general meeting of shareholders of NIIGATA MOLDING CO., LTD.