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December 22, 2025

To Whom It May Concern:

Company Name: NITTO KOHKI CO., LTD.
Representative: Akinobu Ogata, Representative Director, President CEO
(Code No. 6151 Tokyo Stock Exchange Prime)
Inquiry: Hiromi Noguchi, Director, Managing Executive Officer
Chief Administration Officer
(Tel +81-3-3755-9970)

Notice Regarding Personnel Changes of Executive Management

NITTO KOHKI CO., LTD. (the "Company" hereinafter) announces that it has resolved, at a meeting of the Board of Directors held on December 22, 2025, to change the Company's Executive Management as described below. Please note that the appointment of the Director is scheduled to be approved at the Annual General Meeting of Shareholders to be held on June 25, 2026, and will be formally assumed at a subsequent meeting of the Board of Directors.

1. Change in Directors (Effective June 25, 2026)

(1) Director candidate

Name	New Job Title (Effective on and after June 25, 2026)	Current Job Title (Effective April 1, 2026)
Takashi Chiba	- Director - Senior Executive Officer - Chief R&D Officer	- Senior Executive Officer - Chief R&D Officer

(2) Director scheduled to retire

Name	New Job Title (Effective on and after June 25, 2026)
Hiromi Noguchi	- Managing Executive Officer - Chief Administration Officer

2. Purpose of Changes in Executive Responsibilities (Effective April 1, 2026)

In order to enhance each area of R&D and production, the role of Chief Engineering Officer has been divided into Chief R&D Officer and Chief Production Officer.

**3. Changes in Executive Officers (Reassignment of Responsibilities and New Appointments)
(Effective April 1, 2026)**

Name	New Job Title	Current Job Title
Takashi Chiba	- Senior Executive Officer - Chief R&D Officer	- Senior Executive Officer - Chief Engineering Officer - New plant
Tetsuya Kuwabara	- Managing Executive Officer - Chief Production Officer (Fukushima-based) - Representative Director, President, Plant Manager* (TOHOKU NITTO KOHKI) - Representative Director, President* (TOCHIGI NITTO KOHKI)	- Executive Officer - Assistant to Chief Engineering Officer - Executive Director & Plant Manager (TOHOKU NITTO KOHKI)
Takuya Yamaguchi	- Executive Officer - General Manager, Japan Sales H.Q.	- General Manager, Western Sales Div.

*The appointment of officers will be determined at the time of each company's board reorganization.

4. Attachment

Organization Chart of NITTO KOHKI CO., LTD. for FY2026 (71st Term), Scheduled as of April 1, 2026

End of news release

FY2026 (71st Term)
Scheduled for April 1, 2026
NITTO KOHKI CO., LTD. Organizational Chart
Announced December 22, 2025

Changes

