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February 12, 2026

To all parties concerned,

Company name: Mitsubishi Pencil Company, Limited
Representative: Shigehiko Suhara
Representative Director
(Securities Code: 7976; Prime of TSE)
Inquiries: Naoto Hasegawa
Senior Executive Officer, in charge of Finance
(TEL: 03-3458-6215)
<https://www.mpuni.co.jp/en/company/>

Announcement of Executive Personnel Changes

Mitsubishi Pencil Company, Limited (the “Company”) hereby announces that a decision was made at its Board of Directors meeting held today regarding executive personnel changes as stated below.

These changes will be formally decided at the Annual General Meeting of Shareholders scheduled to be held on March 26, 2026 and at the subsequent Board of Directors meeting.

1. Changes in Executive Personnel

Changes in Executive Officers (planned to be effective on March 26, 2026)

Executive Officer Scheduled to Retire

Senior Managing Executive Officer, Kazuhisa Kirita

(Note: Kazuhisa Kirita will retire from the position of Senior Managing Executive Officer only and will continue to serve as a Director.)

2. Lineup of Directors, Audit & Supervisory Board Members, and Executive Officers (On or after March 26, 2026)

a. Directors

Name	Position
Eiichiro Suhara	Representative Director, Chairman
Shigehiko Suhara	Representative Director, President
Takao Suzuki	Director
Nobuo Yamamura	Director
Kazuhisa Kirita	Director
Tojiro Aoyama	Outside Director
Asako Saito	Outside Director
Tadashi Shimamoto	Outside Director
Yoshihiro Hombo	Outside Director

b. Audit & Supervisory Board Members

Name	Position
Emi Murakami	Full-time Audit & Supervisory Board Member
Hirohisa Ogawa	Full-time Audit & Supervisory Board Member
Toru Kajikawa	Outside Audit & Supervisory Board Member
Yoshiaki Suzuki	Outside Audit & Supervisory Board Member

c. Responsibility for Business Execution by Representative Directors and Executive Officers

Name	New Position	Current Position
Eiichiro Suhara	(No Change)	Representative Director, Chairman
Shigehiko Suhara	Representative Director, President, in charge of New Business Development and Internal Audit	Representative Director, President, in charge of New Business Development, Internal Audit and Corporate Planning
Takao Suzuki	(No Change)	Director, Managing Executive Officer in charge of Human Resources, Information System and Legal Affairs
Nobuo Yamamura	(No Change)	Director, Managing Executive Officer in charge of Domestic Sales and Marketing, and Product Development
Kazuhisa Kirita	Director	Director, Senior Managing Executive Officer, Engineering, in charge of Quality Assurance and Sustainability
Naoto Hasegawa	(No Change)	Senior Executive Officer in charge of Finance
Osamu Teshima	(No Change)	Senior Executive Officer, General Manager of International Sales and Marketing Dept.
Hisashi Jyagawa	(No Change)	Senior Executive Officer in Charge of Special Projects
Yasuaki Ogiwara	Senior Executive Officer, Engineering, in charge of Intellectual Property and Industrial Materials	Executive Officer in charge of Engineering, Intellectual Property and Industrial Materials
Koichi Hirano	Senior Executive Officer, in charge of Corporate Planning and Quality Assurance	Executive Officer, in charge of Production and Production Engineering
Motohiro Komiya	(No Change)	Executive Officer in charge of Cosmetics Business
Sakae Hayao	Executive Officer, in charge of Sustainability and General Manager of Corporate Sustainability Office	Executive Officer, General Manager of Corporate Sustainability Office
Shuji Ichikawa	(No Change)	Executive Officer, Fellow of Research and Development
Hiroyuki Muto	Executive Officer, in charge of Production and Production Engineering	Executive Officer, General Manager of Production Control Dept.
Shigeki Saito	(No Change)	Executive Officer in charge of General Affairs and General Manager of Legal Dept.