



Company name: ALCONIX CORPORATION
Representative: Hiroshi Teshirogi, Representative
Director, President and CEO
Listing: Tokyo Stock Exchange, Prime Market
Stock code: 3036
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Managing Executive Officer and CSO,
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Notice Regarding Changes in Directors following Transition to a Company with an Audit and Supervisory Committee

The Board of Directors of ALCONIX CORPORATION approved a resolution today concerning transition from a “Company with Audit and Supervisory Board” to a “Company with Audit and Supervisory Committee”, subject to approval at the 45th Ordinary General Meeting of Shareholders scheduled to be held on June 24, 2026 (hereinafter, the “General Meeting of Shareholders”). This transition is being undertaken from the perspective of further enhancing ALCONIX’s corporate governance by strengthening the supervisory function of the Board of Directors.

In connection with the transition, ALCONIX has also determined the candidates for directors to serve after the shift to a Company with Audit and Supervisory Committee, as outlined below.

Each candidate is scheduled to be formally elected at the Annual General Meeting, and representative director and their tasks will become official at the Board of Directors meeting following this shareholders meeting.

1. Transition to a Company with an Audit and Supervisory Committee

(1) Purpose of the Transition

- In May 2025, ALCONIX formulated and announced a six-year long-term management plan, together with the Group’s Purpose, which defines the fundamental role and value the Group aims to fulfill, and its Vision setting out the future state the Group aims to attain, thereby clarifying the roadmap for achieving further growth as a corporate group.
- As part of efforts to strengthen corporate governance to realize the long-term management plan, ALCONIX has decided to transition to a “Company with Audit and Supervisory Committee” to establish a sound and highly transparent management structure capable of responding swiftly to changes in the business environment.
- By appointing Audit and Supervisory Committee Members, who are responsible for auditing the execution of duties by Directors, as members of the Board of Directors through this transition, the Company will strengthen the supervisory function of the Board and further enhance corporate governance by reinforcing its monitoring framework.
- In addition, by enabling the Board of Directors to delegate a broader range of decision-making authority regarding business execution to Directors, ALCONIX seeks to separate execution from supervision, accelerate management decision-making, and further enhance corporate value.

(2) Timing of the Transition

ALCONIX plans to transition to a Company with Audit and Supervisory Committee upon obtaining approval for the necessary amendments to the Articles of Incorporation at the upcoming Annual General Meeting.

(3) Other

Details of the amendments to the Articles of Incorporation associated with the transition will be disclosed promptly once finalized.

2. Executive Appointments following Transition to a Company with Audit and Supervisory Committee

(1) Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)

(as of June 24, 2026)

Name	New position	Current position
Hiroshi Teshirogi	Representative Director, President and CEO	Same as on the left
Takumi Suzuki	Director, Senior Managing Executive Officer and CSO	Same as on the left
Nobuhiko Takahashi	Director, Managing Executive Officer and CFO	Same as on the left
Yoshino Kikuma	Outside Director	Same as on the left
Yukiko Imazu	Outside Director	Same as on the left
Hideki Matsuo	Outside Director	Same as on the left
Shinji Sato	Outside Director	Same as on the left

(2) Candidates for Directors who are Audit and Supervisory Committee Members

(as of June 24, 2026)

Name	New position	Current position
Junichi Kitagaki	Director, Audit and Supervisory Committee Member	Audit & Supervisory Board Member
Shigeo Ogi	Outside Director, Audit and Supervisory Committee Member	Outside Audit & Supervisory Board Member
Ryoko Takeda	Outside Director, Audit and Supervisory Committee Member	Outside Audit & Supervisory Board Member

(3) Candidates for Substitute Director who are Audit and Supervisory Committee Members

(as of June 24, 2026)

Name
Kogure Kazutoshi

(4) Retiring Directors

(Effective as of the General Meeting of Shareholders in June 2026)

Name	Current position
Toshiya Imagawa	Director, Managing Executive Officer and CHRO

Reference

Skill Matrix for Directors (Planned on or after June 24, 2026)

		Directors (excluding Directors who are Audit and Supervisory Committee Members)		
		Inside Directors		
Name		Hiroshi Teshirogi	Takumi Suzuki	Nobuhiko Takahashi
Positions, roles, background, qualifications, etc.		- Representative Director, President and CEO	- Director, Senior Managing Executive Officer and CSO - Chairman of Sustainability Committee	- Director, Managing Executive Officer and CFO Chairman of Risk Management Committee
Term of office		12 years	7 years	5 years
Main expertise	Global corporate management	○	○	○
	Sales/Marketing	○	○	
	Business investments/M&A	○	○	○
	Finance/Accounting		○	○
	Internal controls/Legal affairs/Compliance			○
	Human resource strategies	○		
	Manufacturing (quality and safety management)			
	Sustainability	○	○	
	DX			○

		Directors (excluding Directors who are Audit and Supervisory Committee Members)			
		Outside Directors			
Name		Yukino Kikuma	Yukiko Imazu	Hideki Matsuo	Shinji Sato
Positions, roles, background, qualifications, etc.		- Attorney - Outside Director of KITZ Corporation and Money Forward, Inc.	- Attorney - Outside Audit and Supervisory Board Member of Daiichi Sankyo Company, Limited	- Former Representative Director, Executive Vice President and CTO of Mitsui Chemicals, Inc. - External Director of RYODEN Corporation - Outside Audit & Supervisory Board Member of Toyo Engineering Corporation	- Former Representative Director and Executive Vice President of Hitachi High-Technologies Corporation
Term of office		6 years	4 years	2 years	1 year
Main expertise	Global corporate management			○	○
	Sales/Marketing		○		○
	Business investments/M&A	○		○	○
	Finance/Accounting				
	Internal controls/Legal affairs/Compliance	○	○		
	Human resource strategies	○	○		
	Manufacturing (quality and safety management)			○	
	Sustainability	○	○		
	DX			○	○

		Directors who are Audit and Supervisory Committee Members		
		Full-time Audit & Supervisory Committee Member	Outside Audit & Supervisory Committee Members	
Name		Junichi Kitagaki	Shigeo Ogi	Ryoko Takeda
Positions, roles, background, qualifications, etc.		- Former Managing Director responsible for Information System Department of ALCONIX	- Certified public accountant - Outside Director of Shibaura Machine Co., Ltd.	- Attorney - Outside Director of Japan Airport Terminal Co., Ltd.
Term of office		3 years	6 years	6 years
Main expertise	Global corporate management			
	Sales/Marketing	○		
	Business investments/M&A		○	
	Finance/Accounting	○	○	
	Internal controls/Legal affairs/Compliance	○	○	○
	Human resource strategies			○
	Manufacturing (quality and safety management)			○
	Sustainability		○	○
	DX	○		

Notes: 1. Circles indicate skills that are applicable to the candidates.

2. The term of office is as of the Ordinary General Meeting of Shareholders to be held on June 24, 2026.

Reasons for selections of skills in the matrix

Main expertise	Reasons
Global corporate management	ALCONIX has global operations as a trading company and is a comprehensive solution provider for non-ferrous metals that has unique business operations by combining trading and manufacturing capabilities. Global corporate management experience and knowledge are needed for constant progress with management strategies for increasing corporate value.
Sales/Marketing	ALCONIX has sales operations as a trading company and has the strategic goals of adding new businesses in fields associated with current business categories and creating synergies among group companies. Sales/marketing experience and knowledge are needed for these activities.
Business investments/M&A	Experience and knowledge in this field are needed because M&A has been an important part of business operations for many years and business investments and M&A remain a key element of the strategy for growth. In addition, experience and knowledge are needed for effectively explaining the growth strategy to investors.
Finance/Accounting	The consistent growth of corporate value requires measures for medium/long-term earnings growth and increasing distributions to shareholders while maintaining the proper balance between investments for growth and financial soundness. Experience and knowledge of finance/accounting are needed for making suitable decisions regarding these activities.
Internal controls/Legal affairs/Compliance	ALCONIX is a comprehensive solution provider for non-ferrous metals that has unique business operations by combining trading and manufacturing capabilities. Experience and knowledge in this field are needed for measures involving a broad range of risk factors, including legal and compliance risk, and internal controls for reinforcing governance of the ALCONIX Group.
Human resource strategies	Measures for building an even more powerful workforce are a priority because people are vital for the creation of corporate value. Experience and knowledge in this field are needed for progress with human resource strategies based on the values of the ALCONIX Group.
Manufacturing (quality and safety management)	Manufacturing is the main source of growth for ALCONIX. Experience and knowledge involving manufacturing are needed for improving quality, ensuring safety, increasing profitability, and achieving the consistent growth of manufacturing operations.
Sustainability	Sustainability is one of important management issues at ALCONIX. Experience and knowledge in this field are needed as ALCONIX has taken actions to play a role in creating a sustainable society through a circular economy.
DX	Experience and knowledge in this field are needed because ALCONIX aims to reform its business foundation by using new digital technologies for its business operations.

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