

[Translation]

March 26, 2026

To whom it may concern:

Company name: OILES CORPORATION  
Name of representative: Yoshikazu Sakairi, President  
(Securities code: 6282;  
Tokyo Stock Exchange, Prime Market)  
Inquiries: Misao Yoneyama, Director  
Operating Officer, General Manager of  
Corporate Planning & Administrative  
Division  
(Telephone: +81-466-44-4901)

**Notice Concerning Changes of Representative Directors and  
Changes of Directors and Other Officers**

Oiles Corporation (the “Company”) hereby announces that, at a meeting of the Board of Directors held on March 26, 2026, it resolved changes of Representative Directors and changes of Directors and other officers as set forth below.

Please note that the changes of Representative Directors and Directors and other officers (excluding the changes of Operating Officers and other officers effective June 29, 2026) are scheduled to be formally resolved at the 75th Ordinary General Meeting of Shareholders of the Company to be held on June 29, 2026, and subsequently at meetings of the Board of Directors and the Audit and Supervisory Committee.

**1. Changes of Representative Directors (Scheduled to be effective June 29, 2026)**

**(1) Name and Position of Representative Director subject to change**

Name	New Position	Current Position
Masami Iida	Chairman of the Board	Representative Director and Chairman

**(2) Reason for the change**

For the purpose of reviewing the allocation of management responsibilities.

**2. Changes of Directors Who Are Audit and Supervisory Committee Members  
(Scheduled to be effective June 29, 2026)**

Name	New Position	Current Position
Satoshi Miyazaki*1	(Retirement)	Director, Full-time Audit and Supervisory Committee Member
Misao Yoneyama	Director, Full-time Audit and Supervisory Committee Member	Director, Operating Officer, General Manager of Corporate Planning & Administrative Division
Maiko Hagiya*2	Outside Director, Audit and Supervisory Committee Member	-

\*1 Satoshi Miyazaki, Director who is a full-time Audit and Supervisory Committee Member, is scheduled to assume the position of Advisor.

\*2 With regard to Maiko Hagiya, Outside Director who is an Audit and Supervisory Committee Member, the Company is scheduled to submit a Notification of Independent Officer.

She is also scheduled to be appointed as a member of a Special Committee.

**3. Changes of Directors Who Are Not Audit and Supervisory Committee Members  
(Scheduled to be effective June 29, 2026)**

Name	New Position	Current Position
Masaki Noro* <sup>3</sup>	Outside Director	-
Yasuji Omura	(Retirement)	Outside Director

\*<sup>3</sup> With regard to Masaki Noro, Outside Director who is not an Audit and Supervisory Committee Member, the Company is scheduled to submit a Notification of Independent Officer.

He is also scheduled to be appointed as a member of the Nominating Committee, the Compensation Committee (both voluntary committees), and a Special Committee.

**4. Changes of Operating Officers (Effective June 29, 2026)**

Name	New Position	Current Position
Hiroshi Yoshida	Operating Officer, General Manager of Corporate Planning & Administrative Division	Division Manager of General Affairs Dept., Manager of Sustainability Promotion Office, Corporate Planning & Administrative Division

<For Reference 1>

Career Summary of Candidate for New Director Who Is an Audit and Supervisory Committee Member

Name (Date of birth)	Career Summary
Maiko Hagiya (January 13, 1966)	<p>April 1996 Admitted to the Bar (Tokyo Bar Association)</p> <p>July 2004 Joined Higashi-Ginza Law Office (<i>resigned in June 2004</i>)</p> <p>Representative, Maiko Hagiya Law Office (present)</p> <p>April 2010 Judicial Commissioner, Tokyo Summary Court (<i>retired in December 2015</i>)</p> <p>June 2014 Vice President, Japan Women Lawyers Association (<i>retired in June 2016</i>)</p> <p>June 2019 Outside Director, Japan Overseas Infrastructure Investment Corporation for Transport &amp; Urban Development (<i>retired in June 2025</i>)</p>

Career Summary of Candidate for New Director Who Is Not an Audit and Supervisory Committee Member

Name (Date of birth)	Career Summary
Masaki Noro (October 13, 1962)	<p>April 1986 Joined Yokohama Rubber Co., Ltd.</p> <p>June 2007 Department Manager, PC Second Design Department</p> <p>June 2009 Plant Manager, Mishima Plant</p> <p>January 2011 Plant Manager, Shinshiro Plant</p> <p>October 2013 Department Manager, Consumer Products Planning Department</p> <p>March 2014 Operating Officer and Department Manager, Consumer Products Planning Department, concurrently President and Representative Director of Yokohama Motorsport International Co., Ltd.</p> <p>October 2014 Operating Officer and General Manager of the Tire Consumer Products Development Division, concurrently President and Representative Director of Yokohama Motorsport International Co., Ltd.</p> <p>April 2015 Operating Officer, General Manager of the Tire Consumer Products Development Division, and Department Manager of the Tire Research and Testing Department</p> <p>March 2016 Operating Officer, General Manager of the Tire Consumer Products Development Division, and Department Manager of the Tire Research and Development Department</p> <p>March 2017 Director and Managing Operating Officer, Head of Tire Technology, concurrently General Manager of the Tire Consumer Products Development Division and in charge of the Research Division</p> <p>March 2018 Director and Managing Operating Officer, Head of Tire Technology, concurrently General Manager of the Tire Consumer Products Development Division, in charge of the Research Division, and in charge of MB Manufacturing and Technology</p> <p>March 2019 Director and Managing Operating Officer, Head of Company-wide Technology, concurrently General Manager of the Advanced Research and Development Division, and in charge of MB Manufacturing and Technology</p> <p>March 2021 Director and Managing Operating Officer, Head of Company-wide Technology, concurrently General Manager of the Advanced Research and Development Division, in charge of MB Manufacturing and Technology, and in charge of Quality Assurance</p> <p>March 2022 Full-time Advisor, in charge of MB Manufacturing and Technology</p> <p>April 2024 Part-time Advisor (<i>scheduled to retire in March 2026</i>)</p>

<For Reference 2>

The composition of the Company's officers after the conclusion of the 75th Ordinary General Meeting of Shareholders of the Company, scheduled to be held on June 29, 2026, is as follows.

### Directors

Chairman of the Board	[General Management]	Masami Iida	
President, Representative Director	Chairman of the Board and President & Chief Executive Officer	Yoshikazu Sakairi	
Director	[General Management, Research & Development, Production Division, Internal Controls, Procurement]	Kazuharu Tanabe	
Director	[General Business, Quality Assurance, Risk Management, Compliance]	Rika Miyagawa	
Director	Outside Director	Masaki Noro	6/29 New
Director, (Audit and Supervisory Committee Member)	Full-time Audit and Supervisory Committee Member	Misao Yoneyama	6/29 New
Director, (Audit and Supervisory Committee Member)	Outside Director	Takeo Sakakibara	
Director, (Audit and Supervisory Committee Member)	Outside Director	Maiko Hagiya	6/29 New

### Operating Officers

Operating Officer	President and Representative Director of UNIPLA CORPORATION	Kiyofumi Okutsu	
Operating Officer	Division Manager of General Bearing Division	Toshihiko Sekine	
Operating Officer	Division Manager of Automotive Bearing Division	Hikaru Ozaki	
Operating Officer	Division Manager of Damping & Isolation Division	Koichi Masuda	
Operating Officer	Division Manager of Production Division	Hiroshi Tsuji	
Operating Officer	President and Representative Director of Oiles ECO Corporation	Ryo Toyaba	
Operating Officer	General Manager of Corporate Planning & Administrative Division	Hiroshi Yoshida	6/29 New

\* Operating Officers who also serve as Directors are listed under "Directors."

\* The responsibilities of Directors are indicated in [            ].

\* Kazuharu Yamamoto, Advisor, is scheduled to retire effective March 31, 2026.

**5. Personnel Changes (Effective June 29, 2026)**

Name	New Position	Current Position
Taku Ogawa	Division Manager of General Affairs Dept., Corporate Planning & Administrative Division	Section Manager of the General Affairs Section, General Affairs Dept., Corporate Planning & Administrative Division

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.