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April 30, 2026

Company name: YAMATO KOGYO CO., LTD.
Representative: Mikio Kobayashi
Representative Director, President
Securities code: 5444 (TSE Prime Market)
Contact: Akihiko Hanamoto
Executive Officer
(Phone: +81-79-273-1061)

Notice of Changes in Directors and Executive Officers

YAMATO KOGYO CO., LTD. (the “Company”) hereby announces that the Company has made tentative decisions regarding changes in Directors and Executive Officers as described below.

These changes are expected to be officially resolved at the 107th Ordinary General Meeting of Shareholders scheduled for June 26, 2026, and at the subsequent meeting of the Board of Directors.

1. Changes in Directors (effective June 26, 2026)

(1) Career summary of the newly appointed Director

Name (Date of Birth)	Career summary	
Yoshikazu Kotera (July 29, 1969)	April 1993	Joined the Company
	August 2003	Yamato Holding Corporation (U.S.A)
	July 2014	General Manager, Corporate Planning Department, the Company
	June 2017	Director, General Manager, Operations Department, Yamato Steel Co., Ltd.
	June 2020	Managing Director, Yamato Trackwork System Co., Ltd. in charge of Quality Assurance Department, Production Management Department, and Operations Department
	June 2023	Managing Executive Officer, the Company in charge of Finance and Accounting Department and Risk Management Department
	December 2025	Managing Executive Officer, the Company in charge of Global Business Department (to present)
Hitoshi Mano (September 3, 1963)	April 2011	General Manager, Production Control Department, Nissan Motor Co., Ltd.
	April 2015	Vice President, Nissan Motor do Brasil Ltda.
	April 2017	Deputy Chief Officer, Production Planning Headquarters, Nissan Motor Co., Ltd.
	April 2020	Managing Executive Officer, in charge of Production Planning Headquarters and Supply Chain Management Headquarters, Nissan Motor Co., Ltd.
	April 2023	Senior Executive Officer, in charge of Production Planning Headquarters, Supply Chain Management Headquarters, and Global BCP Management, Nissan Motor Co., Ltd.
	April 2025	Advisor, Nissan Motor Co., Ltd.

*Hitoshi Mano is a candidate for an Outside Director.

(Important concurrent positions)

Yoshikazu Kotera is scheduled to be appointed as a Director of Hyoki Kaiun Kaisha, Ltd. if his appointment is approved at the Ordinary General Meeting of Shareholders scheduled for June 25, 2026.

(2) Directors scheduled to retire

Name	Current Position
Hiroyuki Inoue	Director, Chairman
Kiyoshige Akamatsu	Outside Director

*Hiroyuki Inoue is scheduled to assume the position of Chairman of the Company after his retirement as Director.

2. Changes in Executive Officers (effective July 1, 2026)

(1) Newly appointed Executive Officer who also serves as Director

Name	New Position	Current Position
Takenosuke Yasufuku	Director, Managing Executive Officer in charge of Sustainability Management Promotion Department	Director

(2) Promoted Executive Officer

Name	New Position	Current Position
Akihiko Hanamoto	Managing Executive Officer in charge of Finance and Accounting Department and Risk Management Department	Executive Officer in charge of Finance and Accounting Department and Risk Management Department

<Reference>

Composition of Directors and Officers after the Change (as of July 1, 2026)

Category	Name	Job titles
Directors	Mikio Kobayashi	Representative Director, President
	Kazuhiro Tsukamoto	Representative Director, Managing Executive Officer in charge of General Affairs Department, HR Department, and IT Department
	Takenosuke Yasufuku	Director, Managing Executive Officer in charge of Sustainability Management Promotion Department
	Yoshikazu Kotera	Director, Managing Executive Officer in charge of Global Business Department
	Nobuo Oki	Director, Executive Officer in charge of Technology Management Department
	Damri Tunshevavong	Director
	Kunitoshi Takeda	Outside Director
	Motomu Takahashi	Outside Director
	Pimjai Wangkiat	Outside Director
	Hitoshi Mano	Outside Director
Audit & Supervisory Board Members	Kengo Nakaya	Audit & Supervisory Board Member (full-time)
	Shigeaki Katayama	Outside Audit & Supervisory Board Member (full-time)
	Mikio Nakajo	Outside Audit & Supervisory Board Member
Executive Officers	Akihiko Hanamoto	Managing Executive Officer in charge of Finance and Accounting Department and Risk Management Department
	Mamoru Nakata	Executive Officer, Deputy President Director of PT Garuda Yamato Steel
	Tomoyuki Koma	Executive Officer, General Manager, Sustainability Management Promotion Department
	Shigeharu Uno	Executive Officer in charge of IT Department