

Company name: MAEZAWA KASEI INDUSTRIES CO., LTD.
Name of representative: Satoru Tanaka, Representative Director and President Executive Officer
(Securities code: 7925; TSE Prime Market)
Inquiries: Hiroki Oba, General Manager of Corporate Planning Department
(Telephone: +81-03-5962-0711)

Notice Regarding Changes in Directors and Other Officers

The Company hereby announces that, at a meeting of its Board of Directors, it has resolved to make changes in Directors and other Officers and announces other personnel changes.

In addition, the Company will transition to a company with an Audit and Supervisory Board as of June 1, 2026, subject to the establishment of MAEZAWA Holdings CO., LTD. on the same date.

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

(1) Director

New position	Name	Present position
Representative Director and President Executive Officer Representative Director and Vice President Executive Officer, MAEZAWA Holdings CO., LTD.	Satoru Tanaka	Representative Director and President Executive Officer,

(2) Audit and Supervisory Board Member

New position	Name	Present position
Audit and Supervisory Board Member Director and full-time Audit and Supervisory Committee Member, MAEZAWA Holdings CO., LTD.	Masahiro Ito	Director and full-time Audit and Supervisory Committee Member
Audit and Supervisory Board Member	Masami Shinozaki	Outside Director Audit and Supervisory Committee Member

2. Retiring Director (effective June 1, 2026)

	Name	Present position
Retiring	Mami Kato	Outside Director Audit and Supervisory Committee Member
Retiring	Tatsuya Kato	Outside Director Audit and Supervisory Committee Member

Note: Ms. Mami Kato and Mr. Tatsuya Kato are scheduled to assume office as Outside Directors who are Audit and Supervisory Committee Members of MAEZAWA Holdings CO., LTD. on the same date.

Reference: Executive Structure (Scheduled as of June 1, 2026)

Name	Position
Satoru Tanaka	Representative Director and President Executive Officer Representative Director and Vice President Executive Officer, MAEZAWA Holdings CO., LTD.
Junichi Kubo	Chairperson of the Board
Iwao Saito	Director Senior Executive Officer, Chief of Administration Headquarters Audit and Supervisory Board Member of JOYOSUIDOKO KOGYO CO., LTD.
Junichi Kondo	Outside Director
Masahiro Ito	Audit and Supervisory Board Member Director and full-time Audit and Supervisory Committee Member, MAEZAWA Holdings CO., LTD.
Masami Shinozaki	Audit and Supervisory Board Member

3. Personnel Changes

New position	Name	Present position
Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department. Director, JOYOSUIDOKOGYO CO., LTD. Executive Officer, MAEZAWA Holdings CO., LTD. (In charge of Compliance Division)	Takayuki Maro	Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department Director, JOYOSUIDOKOGYO CO., LTD.
Executive Officer, Chief of Research and Development Headquarters General Manager of Research Department. Executive Officer, MAEZAWA Holdings CO., LTD. (In charge of Corporate Management Headquarters)	Toshihiro Tamura	Executive Officer, Chief of Research and Development Headquarters General Manager of Research Department
Executive Officer, General Manager of General Affairs Department General Manager of Group General Affairs and Human Resources Department, Corporate Management Headquarters, MAEZAWA Holdings CO., LTD.	Nobuhiro Hattori	Executive Officer, General Manager of General Affairs Department
General Manager of Corporate Planning Department and Sustainability Promotion Office General Manager of Group Business Planning Department, Corporate Management Headquarters, MAEZAWA Holdings CO., LTD.	Hiroki Oba	General Manager of Corporate Planning Department and Sustainability Promotion Office
General Manager of Internal Audit Office General Manager of Internal Audit Department, MAEZAWA Holdings CO., LTD.	Kota Yoshida	General Manager of Internal Audit Office
General Manager of Accounting Department General Manager of Group Accounting and Finance Department, Corporate Management Headquarters, MAEZAWA Holdings CO., LTD.	Kosuke Mishima	General Manager of Accounting Department

4. Changes in Directors(effective June 23, 2026)

New position	Name	Present position
Director Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department. Director, JOYOSUIDOKOGYO CO., LTD. Executive Officer, MAEZAWA Holdings CO., LTD. (In charge of Compliance Division)	Takayuki Maro	Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department. Director, JOYOSUIDOKOGYO CO., LTD. Executive Officer, MAEZAWA Holdings CO., LTD. (In charge of Compliance Division)

5. Retiring Director (effective June 23, 2026)

	Name	Present position
Retiring	Junichi Kondo	Outside Director

Reference: Executive Structure (Scheduled as of June 23, 2026)

Name	Position
Satoru Tanaka	Representative Director and President Executive Officer Representative Director and Vice President Executive Officer, MAEZAWA Holdings CO., LTD.
Junichi Kubo	Chairperson of the Board
Iwao Saito	Director Senior Executive Officer, Chief of Administration Headquarters Audit and Supervisory Board Member of JOYOSUIDOKOGYO CO., LTD.
Takayuki Maro	Director Senior Executive Officer, Chief of Marketing Headquarters General Manager of Aquatic Environment Department. Director, JOYOSUIDOKOGYO CO., LTD. Executive Officer, MAEZAWA Holdings CO., LTD. (In charge of Compliance Division)
Masahiro Ito	Audit and Supervisory Board Member Director and full-time Audit and Supervisory Committee Member, MAEZAWA Holdings CO., LTD.

Masami Shinozaki	Audit and Supervisory Board Member
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