

July 14, 2026

Company name:	NAGAILEBEN Co.,Ltd.
Name of representative:	Ichiro Sawanobori, Representative Director and President (Securities code: 7447; Prime Market)
Inquiries:	Hiroyuki Yamamura, Director and General Manager of Administration (Telephone: +81-3-5289-8200)

Notice Concerning the Introduction of the Executive Officer System and Executive Personnel Changes

NAGAILEBEN Co.,Ltd. (the “Company”) hereby announces that at the meeting of the Company’s Board of Directors held today, it resolved to introduce an Executive Officer System and appoint Executive Officers accordingly. Additionally, the Company resolved on a new management structure, contingent upon the necessary resolutions being passed at the Company’s 77th Annual Meeting of Shareholders scheduled for November 19, 2026, and the subsequent meeting of the Company’s Board of Directors.

1. Regarding the introduction of the Executive Officer System

(1) Purpose of introducing the Executive Officer System

The introduction of the Executive Officer System aims to swiftly respond to changes in the business environment and strengthen corporate governance.

(2) Overview of the Executive Officer System

- The appointment and dismissal of Executive Officers shall be determined by the meeting of the Company’s Board of Directors.
- Directors may concurrently serve as Executive Officers.
- The term of office for Executive Officers shall be one year, with the possibility of reappointment.

(3) Date of introduction

September 1, 2026

(4) Appointments of Executive Officers (as of September 1, 2026)

(i) Concurrent positions of Directors and Executive Officers

Name	New position	Current position
Ichiro Sawanobori	Representative Director and President Chief Executive Officer	Representative Director and President
Nobuhiko Saito	Managing Director Managing Executive Officer and General Manager of Corporate Planning	Managing Director and General Manager of Corporate Planning
Yasuyoshi Yamamoto	Director Senior Executive Officer	Director and General Manager of Planning
Kinya Shintani	Director Senior Executive Officer and General Manager of Sales	Director and General Manager of Sales
Hiroyuki Yamamura	Director Senior Executive Officer and General Manager of Administration	Director and General Manager of Administration
Hiroshi Yasukouchi	Director Senior Executive Officer	Director and General Manager of Purchase

(ii) New Executive Officers

Name	Position
Wataru Taguchi	Senior Executive Officer and General Manager of Purchase
Shimpei Sawanobori	Senior Executive Officer, General Manager of Planning, Head of Environmental Promotion Office, and in charge of President's Office
Kohei Sawanobori	Senior Executive Officer, Deputy General Manager of Purchase, and in charge of President's Office
Kazuya Sato	Executive Officer and General Manager of Sales
Kazumasa Imai	Executive Officer, Head of Business Reform Promotion Office, and Head of Internal Audit Office

2. Regarding the Company's Management Structure (as of November 19, 2026)

With the introduction of the Executive Officer System, we will reduce the number of Directors from nine to six in order to strengthen the management oversight function of the Company's Board of Directors and to expedite decision-making. Out of the six Directors, two will be Independent Outside Directors, making the composition ratio of Independent Outside Directors one-third of the Board.

Additionally, out of the three Directors scheduled to retire, one will continue to participate in management as Executive Officers of the Company.

(1) Directors

Name	Position
Ichiro Sawanobori	Representative Director and President
Nobuhiko Saito	Managing Director
Hiroyuki Yamamura	Director
Katsuji Asai	Director Full-time Audit & Supervisory Committee Member
Kota Mishima	Director Outside Audit & Supervisory Committee Member
Emiko Noguchi	Director Outside Audit & Supervisory Committee Member

(Note) To be formally decided at the Company's 77th Annual Meeting of Shareholders scheduled for November 19, 2026, and the subsequent meeting of the Company's Board of Directors.

(2) Executive Officers

Name	Position
Ichiro Sawanobori	Chief Executive Officer
Nobuhiko Saito	Managing Executive Officer and General Manager of Corporate Planning
Kinya Shintani	Senior Executive Officer and General Manager of Sales
Hiroyuki Yamamura	Senior Executive Officer and General Manager of Administration
Wataru Taguchi	Senior Executive Officer and General Manager of Purchase
Shimpei Sawanobori	Senior Executive Officer, General Manager of Planning, Head of Environmental Promotion Office, and in charge of President's Office
Kohei Sawanobori	Senior Executive Officer, Deputy General Manager of Purchase, and in charge of President's Office
Kazuya Sato	Executive Officer and General Manager of Sales
Kazumasa Imai	Executive Officer, Head of Business Reform Promotion Office, and Head of Internal Audit Office

(Note) Ichiro Sawanobori, Nobuhiko Saito, and Hiroyuki Yamamura will serve concurrently as Directors.

(3) Retiring Directors

Kinya Shintani (Position at the time of retirement: Director, Senior Executive Officer, and General Manager of Sales)

Yasuyoshi Yamamoto (Position at the time of retirement: Director and Senior Executive Officer)

Hiroshi Yasukouchi (Position at the time of retirement: Director)

(Note) Kinya Shintani will continue to participate in the Company's management as an Executive Officer even after retiring from his position as Director. Additionally, Yasuyoshi Yamamoto is scheduled to assume the position of Advisor to the Company after retiring as Director. Hiroshi Yasukouchi is scheduled to retire as an Executive Officer at the same time as his retirement as Director.