



December 22, 2021

Company Name HOYA Corporation  
Name of Representative Hiroshi Suzuki, Representative Executive Officer and CEO  
(Ticker: 7741, First Section of the Tokyo Stock Exchange)  
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### Notice of Changes in Representative Executive Officers

At the meeting of the Board of Directors held today, we have passed a resolution regarding the change of our Representative Executive Officer and Group Chief Executive Officer (CEO) as of March 1, 2022.

#### Notes

1. Name and Title of Retiring Representative Executive Officer and Group Chief Executive Officer (CEO)

Name	New position	Current Position
Hiroshi Suzuki	Director	Director, Representative Executive Officer and Group Chief Executive Officer (CEO)

2. Name and Titles of the New Representative Executive Officer and Group Chief Executive Officer (CEO)

Name	New position	Current Position
Eiichiro Ikeda	Representative Executive Officer and Chief Executive Officer (CEO)	Group Chief Technology Officer (CTO)

3. Reason for Personnel Change

Mr. Hiroshi Suzuki had expressed his resignation as Representative Executive Officer and Group CEO as of March 1, 2022, which was accepted by the Nomination Committee.

After careful consideration and discussions by the Nomination Committee, Mr. Eiichiro Ikeda, currently Group Chief Technology Officer (CTO), was selected as the incoming Representative Executive Officer and Group CEO effective as of March 1, 2022.



#### 4. Brief History of the Incoming Representative Executive Officer and CEO

Name (Date of Birth)	Brief History		Ownership Number of shares
Eiichiro Ikeda (March 17, 1970)	Apr. 1992	Joined HOYA	1,400 shares
	Jan. 2010	General Manager of Media, Memory Disk (MD)	
	Feb. 2010	Co-CEO of Memory Disk (MD) & General Manager of Media	
	Sept 2010	Head of HOYA Optical Lens	
	June 2013	Executive Officer & Chief Operating Officer (COO), Information Technology	
	June 2015	Executive Officer & COO, Information Technology & Chief Technology Officer (CTO)	
	Mar. 2018	Executive Officer & COO, Information & Technology & CTO & President of HOYA Eye Care	
Mar. 2020 - Present	Executive Officer, Group Chief Technology Officer (CTO)		

#### 5. Schedule

Mr. Hiroshi Suzuki will resign from his position as Representative Executive Officer and CEO. However, he will continue to serve as Chairperson of the Board of Directors until the 84<sup>th</sup> Ordinary General Meeting of Shareholders which is scheduled for late June 2022. He will officially retire from the Board of Directors upon the conclusion of the 84<sup>th</sup> Ordinary General Meeting of Shareholders.

Mr. Eiichiro Ikeda will assume the position of Representative Executive Officer and CEO from March 1, 2022, by resolution of the Board of Directors made today. At the 84<sup>th</sup> Ordinary General Meeting of Shareholders scheduled for late June 2022, the proposal for his appointment as a director will be submitted for approval by shareholders.

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*This document is a disclosure document to the public and is not intended to solicit or act on behalf of any investment, whether in Japan or abroad, including the United States.*



[Attachment]

Comments from the Chairperson of the Nomination Committee / Outgoing CEO / Incoming CEO

**Mitsudo Urano: Lead Independent Director and Chairperson of the Nomination Committee**

"About a year ago, Mr. Hiroshi Suzuki had proposed plans for his resignation as Group CEO of HOYA Corporation. I understand and respect his decision as he has completely devoted his life to the company as CEO for more than 20 years and wanted time to focus on his family. As Chairperson of the Nomination Committee, it was our duty to ensure we take on the important task of selecting a successor for the Group. The Committee launched the process of selecting the successor to current CEO Suzuki with support from external experts, to identify the qualifications and capabilities required for the next CEO to lead the company in its next phase of growth and development, while keeping its high profitability, and assessed both internal and external candidates.

After a thorough process, we unanimously decided that Mr. Ikeda, with his vast leadership experience and strong background in technological development, is the best candidate for the next Representative Executive Officer and Group CEO of HOYA Corporation. I am certain that as the incoming CEO, he will do a good job in leading HOYA and further grow the business. The Board of Directors and the three committees will continue to monitor the Group's performance to ensure we continue to increase corporate value for the company."

**Hiroshi Suzuki: Outgoing Representative Executive Officer and Chief Executive Officer (CEO)**

"After more than 20 years of working as CEO of Hoya Group, I have felt the need to spend more time on myself and my family and eventually decided to approach the Nomination Committee for plans to identify a successor. Unfortunately, the COVID-19 pandemic struck, and I had to urgently deal with crisis management and support our business divisions during this difficult time before deciding to retire. According to HOYA's governance system, the selection of a CEO successor was managed by the Nomination Committee. Mr. Eiichiro Ikeda is a talented engineer but at the same time he is a number-driven business leader. He has a track record in both the Information Technology Segment as well as the Life Care Segment leveraging his sense of balance in business. Over the years, we have made tremendous progress in both our Information Technology and Life Care businesses, where we focused on enhancing the profitability and expanding both business portfolios. I am confident that Mr. Ikeda has the capabilities to lead HOYA and find seeds of business which ensure the company continues to grow and perform over the next 10-20 years. I am excited to see the next phase of HOYA under his leadership that will bring the company to greater heights."



**Eiichiro Ikeda: Current Chief Technology Officer (CTO) and incoming Representative Executive Officer and Chief Executive Officer (CEO)**

"From March 1, 2022, the Nomination Committee has appointed me to take on the important leadership role as CEO for HOYA Group. Firstly, I would like to express my gratitude to our CEO, Mr. Hiroshi Suzuki for his leadership over the past 20 years. He has successfully refined HOYA's management structure and expanded the business by making our portfolios more robust. As the incoming CEO, I hope to continue his legacy and ensure the continued growth of HOYA Group.

Up until now, we have positioned our Information Technology Business as the "Cash Cow" and the Life Care Business as the key growth driver for the company. As such, over the past 10 years we have been able to expand the Life Care Business to a certain scale. Going forward, I hope to focus on our business portfolio strategy by investing in businesses that have high-growth potential, regardless of its segment. In addition, we will also accelerate developing new businesses through R&D and mergers and acquisitions.

Next, I am willing to drive ESG/Sustainability within the company. In addition to our current initiatives to strengthen our Governance (G) pillar, we will also actively implement initiatives of the Sustainability agenda in the Environment (E) and Social (S) pillars that will contribute to our mid-to-long term enhancement of corporate value.

Finally, as People are our greatest asset, my goal is to further develop a culture to empower employees to always be encouraged to take on new challenges and try new things. The executive leadership team will continue to create an environment for everyone to feel motivated and grow their careers together with HOYA."