

Notice Regarding Personnel Changes in Representative Directors and Officers

PILOT Corporation (the Company) announced that, at a meeting held on February 13, 2024, its Board of Directors informally decided on changes in its Representative Directors and Officers. Details are as follows. The changes in Officers are expected to be formalized at the 22nd Annual General Meeting of Shareholders to be held on March 28, 2024, and at an extraordinary meeting of the Board of Directors to be held following the general meeting of shareholders.

1. Changes in Representative Directors**(1) Reason for the change**

The changes are associated with the replacement of the President on March 28, 2024.

(2) Names and titles of the new and retiring Representative Directors

Name	New position	Current position
Fumio Fujisaki	(New appointment) President & Representative Director	Director and Senior Executive Officer
Shu Itoh	Director and Chairman	President & Representative Director

(3) Profile of new Representative Director

Name (Date of birth)	Career summary, positions and responsibilities at the Company	Number of shares of the Company held
Fumio Fujisaki (July 20, 1960)	April 1984 Joined The Pilot Pen Co., Ltd. (currently PILOT Corporation) September 2011 General Manager of Planning Office March 2015 Executive Officer March 2022 Director (present)	11,100 shares

(4) Scheduled office assumption date

Thursday, March 28, 2024

2. Change in Officers

(1) Candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members)

New position	Name	
President & Representative Director	*	Fumio Fujisaki
Representative Director	*	Masakazu Shirakawa
Director	*	Shu Itoh
Director	*	Toshio Araki
Director	*	Kazuhiko Yokoyama
Director	*	Katsuji Hatano
Director	*	Takeshi Kodaira
Outside Director		Shinzo Masuda
Outside Director	(New appointment)	Masanobu Muramatsu
Outside Director		Misuzu Shibata

(Note 1) Candidates with an asterisk (*) attached to their names will serve concurrently as Executive Officers.

(Note 2) Shinzo Masuda, Masanobu Muramatsu, and Misuzu Shibata are candidates for Outside Directors.

(Note 3) The officially registered name of Misuzu Shibata is Misuzu Koyama.

(2) Candidates for Directors who will be Audit & Supervisory Committee Members

New position	Name	
Director (Full-time Audit & Supervisory Committee Member)		Yoshihiro Saimura
Outside Director (Audit & Supervisory Committee Member)		Toshizo Kamiyama
Outside Director (Audit & Supervisory Committee Member)		Tsugukiyo Fujita

(3) Retiring Directors who are Audit & Supervisory Committee Members

Current position	Name	
Director (Full-time Audit & Supervisory Committee Member)		Naoki Soramoto
Outside Director (Audit & Supervisory Committee Member)		Masanobu Muramatsu To be a Director (Director who is not an Audit & Supervisory Committee Member)

(4) Planned date of changes

Thursday, March 28, 2024

3. Changes in Executive Officers

(1) Candidates for Executive Officers

New position	Name	
Chairman	(Newly appointed)	Shu Itoh
President	(Newly appointed)	Fumio Fujisaki
Senior Managing Executive Officer		Masakazu Shirakawa
Managing Executive Officer		Toshio Araki
Senior Executive Officer		Kazuhiko Yokoyama
Senior Executive Officer		Katsuji Hatano
Senior Executive Officer		Takeshi Kodaira
Senior Executive Officer		Dennis Burleigh
Senior Executive Officer		Yoshio Wada
Executive Officer		Hideo Yokoi
Executive Officer		Junichi Hojo
Executive Officer		Mashiho Kojo
Executive Officer		Masayuki Mizuumi
Executive Officer		Shinya Saimu
Executive Officer		Toshiyuki Kikawa
Executive Officer		Tomoo Koike
Executive Officer		Atsushi Hasegawa

(2) Retiring Executive Officer

Current position	Name	
Senior Executive Officer		C. H. Tan

(3) Planned date of changes

Thursday, March 28, 2024