



February 19, 2024

For Immediate Release

Company name	Okabe Co., Ltd.
Representative	Hirohide Kawase, Representative Director, President and Chief Executive Officer (Securities Code: 5959, TSE Prime Market)
Contact	Yasushi Hosomichi, Director and Senior Managing Executive Officer in charge of Administrative Division and International Division (TEL. +81-3-3624-5119)

Notice of Changes in Executives

Okabe Co., Ltd. (the “Company”) hereby announces that its Board of Directors, at a meeting held today, informally decided to make changes regarding its Executives as of March 28, 2024. Details are as follows. These changes are scheduled to become official following a decision at the 80th ordinary general meeting of the Company’s shareholders to be held on March 28, 2024.

1. Changes to Directors (excluding Directors who are Audit & Supervisory Committee Members)

(1) Change in title of Director

Director and Chairman Makoto Hirowatari (currently Director, Chairman and Executive Officer)

(2) New Outside Director candidate

Outside Director Unemi Yamaguchi

2. Changes in Executive Officers

(1) Promotion in status: Executive Officer

Director and Managing Executive Officer

Toshinori Kai (currently Director, Senior Executive Officer and Executive General Manager of Sales Division)

(2) Change in association with abolition of Senior Executive Officer

Director Executive Officer Toshinari Endou (currently Director, Senior Executive Officer, and Executive General Manager of Production Division)

Executive Officer Yasunobu Yamazaki (currently Senior Executive Officer, Executive General Manager of International Division, in charge of Americas and Europe)

(3) New Executive Officer candidate

Executive Officer Yohsuke Kotoh (currently General Manager of Strategic Planning Department)

(4) Retiring Executive Officers

Futoshi Okunishi (currently Executive Officer and General Manager of the Production Division)

Kazunori Maeda (currently Executive Officer of the Company, General Manager of the Civil Engineering Group in the R&D Division)

(Note) Mr. Futoshi Okunishi and Mr. Kazunori Maeda are scheduled to assume the post of Fellow of the Company, respectively.

(Reference)

New executives as of March 28, 2024 (plan)

(The symbol # signifies promotion, and * signifies newly appointed.)

(1) Directors and Audit & Supervisory Committee Members

Name	New titles, and major new responsibilities or concurrent positions	Current titles, and major current responsibilities or concurrent positions
Hirohide Kawase	Representative Director, President and Corporate Officer	Same as left
Makoto Hirowatari	Director and Chairman	Director Chairman and Executive Officer
Yasushi Hosomichi	Director and Senior Managing Executive Officer In charge of Administrative Division	Same as left
Toshihiko Mikami	Director and Managing Executive Officer In charge of International Division	Same as left
#Toshinori Kai	Director and Managing Executive Officer In charge of Sales Division	Director and Senior Executive Officer Executive General Manager of Sales Division
Toshinari Endou	Director and Executive Officer Executive General Manager of Production Division	Director and Senior Executive Officer Executive General Manager of Production Division
Naoya Hasegawa	Outside Director*1 Professor in the Department of Sustainable Studies of Hosei University's Faculty of Sustainable Studies Senior Sustainability Advisor, Sapporo Holdings Ltd. Outside Director, Nissan Tokyo Sales Holdings Co., Ltd. Outside Director (Audit & Supervisory Committee Member), Silver Life Co., Ltd. Advisor of Mirai Co., Ltd. Advisor of Kohoku Kogyo Co., Ltd.	Same as left
Kazuhisa Nishigai	Outside Director*1 External Adviser, Bridgestone Corporation Outside Director, MODEC, Inc.	Same as left
*Unemi Yamaguchi*2	Outside Director*1 Representative of U Academy Outside Director of MCJ Co., Ltd.	– Same as left
Yoshiharu Nohara	Director (Full-time Audit & Supervisory Committee Member) Chairman of Audit & Supervisory Committee	Same as left
Katsuyuki Yamazaki	Outside Director*1 (Audit & Supervisory Committee Member) Attorney, Toranomom First General Law Offices	Same as left
Akitoshi Ishimoto	Outside Director*1 (Audit & Supervisory Committee Member) Representative attorney, Akitoshi Ishimoto Law Office Outside Director, Housecom Corporation	Same as left
Hiroko Noda	Outside Director*1 (Audit & Supervisory Committee Member) Representative Certified Public Accountant, NODA C.P.A. Accounting Firm Representative Director, Probitry Consulting Co., Ltd. Part-time lecturer, Asia University Graduate School of Asian and International Business Strategy Outside Director, MODEC, Inc. Outside Director, S.T. CORPORATION Outside Director, Chori Co., Ltd.	Same as left

*1. Naoya Hasegawa, Kazuhisa Nishigai, Unemi Yamaguchi, Katsuyuki Yamazaki, Akitoshi Ishimoto and Hiroko Noda satisfy the requirements for outside directors prescribed in Clause 15, Article 2 of the Companies Act.

*2: The name of Ms. Unemi Yamaguchi on the family register is Unemi Sekine.

(2) Executive Officers not serving concurrently as Directors

Name	New titles, and major new responsibilities or concurrent positions	Current titles, and major current responsibilities or concurrent positions
Yasunobu Yamazaki	Executive Officer General Manager of International Division, in charge of North America	Senior Executive Officer Executive General Manager of International Division, in charge of Americas and Europe
Masateru Gotoh	Executive Officer Sales Division, General Manager of Civil Engineering Division	Same as left
Akira Hoshi	Executive Officer General Manager of International Division, in charge of Asia	Same as left
Takashi Yokoyama	Executive Officer Sales Division, Manager of Nagoya Branch	Same as left
Hisanori Ekawa	Executive Officer General Manager of the Financial Affairs Group in the Administrative Division	Same as left
Tsutomu Tanaka	Executive Officer Administration Manager of OCM, Inc.	Same as left
Masakazu Yokoyama	Executive Officer General Manager of R&D Division	Same as left
Daikan Kobayashi	Executive Officer General Manager of the Human Resources and General Affairs Department in the Administrative Division	Same as left
Takashi Okouchi	Executive Officer General Manager of the Production Division, in charge of product promotion	Same as left
Andy Cramer	Executive Officer President and Company Secretary of OCM, Inc.	Same as left
*Yohsuke Kotoh	Executive Officer General Manager of Strategic Planning Department	– Same as left