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February 25, 2025

To Whom It May Concern:

Company name: NITTO KOGYO CORPORATION
Representative: Toru Kurono, President and COO
(Securities code: 6651, Prime Market of Tokyo Stock Exchange, Premier Market of Nagoya Stock Exchange)
Inquiries: Yukihiro Taguchi, General Manager of General Affairs Department
(Telephone: +81-561-64-0112)

Notice Regarding Changes of Directors

NITTO KOGYO CORPORATION (the "Company") hereby announces that at the Board of Directors' meeting held today, the Company has decided to make the following changes to its Directors.

1. Changes of Directors (excluding Audit and Supervisory Committee Members)

(1) Candidate for a newly appointed Director (who is not an Audit and Supervisory Committee Member) (as of the date of the Annual General Meeting of Shareholders to be held late June 2025)

New position and title	Previous position and title	Name
Director	Executive Officer	Katsuhiko Kawaji

(2) Career summary of a candidate for a newly appointed Director (who is not an Audit and Supervisory Committee Member)

Name	Katsuhiko Kawaji	
Date of birth	July 31, 1966 (58 years old)	
Career summary	April 1989	Joined the Company
	March 2011	General Manager of Nagoya Panel Board Production Department of the Company
	March 2016	Representative Director and President of TOHOKU NITTO KOGYO CORPORATION
	April 2019	General Manager of Enclosure Production Department of the Company
	April 2022	Executive Officer, Deputy Head of Production Division of the Company
	April 2023	Executive Officer, Head of Production Division of the Company (current position)

(3) Scheduled date of appointment of a candidate for a newly appointed Director (who is not an Audit & Supervisory Committee Member)
To be officially determined at the 77th Annual General Meeting of Shareholders to be held late June 2025

(4) Retiring Directors (excluding Audit & Supervisory Committee Members)
Hiroshi Minoura (to be appointed as Adviser of the Company)
He will retire from the position of Director due to the expiry of his term of office at the conclusion of the 77th Annual General Meeting of Shareholders to be held late June 2025.

End

Reference:

Names, positions, and titles of Directors as of April 1, 2025

Persons marked with asterisk (*) are Representative Directors.

Position and title	Name	Responsibility
* Chairman and CEO (Chairman of the Board of Directors and Chief Executive Officer)	Tokio Kato	
* President and COO (Chief Operating Officer)	Toru Kurono	Responsible for Job Satisfaction Reform Promotion Office and Public Relations Office
Managing Director	Koichiro Sato	Responsible for Overseas Business Planning Division, Sales Division, and Overseas Business Division Delegated authority to act as Head of Overseas Business Planning Division
Managing Director	Akitaka Tejima	Responsible for Business Management Division, Quality Control Division, and DX Strategic Planning Division
Director	Hiroshi Minoura	Responsible for Core Business Division and Development Division
Director	Koichi Takenaka	Responsible for Group Business Planning Division and Internal Control Office Delegated authority to act as Head of Group Business Planning Division
Director	Yusuke Kobayashi	Responsible for Energy Management Business Division, New Business Division, Production Division, and Facilities and Environment Management Office Delegated authority to act as Head of Energy Management Business Division and New Business Division
Director Audit and Supervisory Committee Member	Kazufumi Suehiro	
Outside Director Audit and Supervisory Committee Member	Miyuki Nakagawa	
Outside Director Audit and Supervisory Committee Member	Mikio Asano	
Outside Director Audit and Supervisory Committee Member	Masako Kubo	
Outside Director Audit and Supervisory Committee Member	Shuichi Koyama	

Names, positions, and titles of Directors as of the date of the Annual General Meeting of Shareholders to be held in late June 2025 (planned)
Persons marked with asterisk (*) are Representative Directors.

Position and title	Name	Responsibility
* Chairman and CEO (Chairman of the Board of Directors and Chief Executive Officer)	Tokio Kato	
* President and COO (Chief Operating Officer)	Toru Kurono	Responsible for Job Satisfaction Reform Promotion Office and Public Relations Office
Managing Director	Koichiro Sato	Responsible for Overseas Business Planning Division, Sales Division, and Overseas Business Division Delegated authority to act as Head of Overseas Business Planning Division
Managing Director	Akitaka Tejima	Responsible for Business Management Division, Quality Control Division, and DX Strategic Planning Division
Director	Koichi Takenaka	Responsible for Group Business Planning Division and Internal Control Office Delegated authority to act as Head of Group Business Planning Division
Director	Yusuke Kobayashi	Responsible for Energy Management Business Division, New Business Division, and Development Division Delegated authority to act as Head of Energy Management Business Division and New Business Division
Director	Katsuhiko Kawaji	Responsible for Core Business Division, Production Division, and Facilities and Environment Management Office Delegated authority to act as Head of Core Business Division
Director Audit and Supervisory Committee Member	Kazufumi Suehiro	
Outside Director Audit and Supervisory Committee Member	Miyuki Nakagawa	
Outside Director Audit and Supervisory Committee Member	Mikio Asano	
Outside Director Audit and Supervisory Committee Member	Masako Kubo	
Outside Director Audit and Supervisory Committee Member	Shuichi Koyama	