February 19, 2026

Company Name: MEIWA CORPORATION
Representative Name: Takashi Yoshida President and Chief Executive Officer
(Code: 8103 TSE Prime)
Inquiries: Satoshi Ishii, General Manager, Corporate Administration Department
(TEL.03-3240-9011)

Notification of Executive Officer Personnel Affairs

MEIWA CORPORATION (The "Company") announces the following executive officer personnel changes effective April 1, 2026 at the Board of Directors meeting held today.
In addition, if it is decided to nominate Mr. Minoru Kuboaki as a candidate for Director at a future Board of Directors meeting, and if Mr. Minoru Kuboaki is elected as a Director at the General Meeting of Shareholders in late June of this year, the Company plans to appoint Mr. Minoru Kuboaki as President and Executive Officer.
The Company will announce the candidates for Director to be proposed at the General Meeting of Shareholders in late June of this year as soon as they are decided at the Board of Directors meeting.

Notice

(1) Reappointment (as of April 1)

Name	New Title	Current Title
Takashi Yoshida	President and Executive Officer	President and Executive Officer
Minoru Kuboaki	Senior Managing Executive Officer Chief Operating Officer (COO)	Executive Officer General Manager Battery & Automotive Division and Chief Digital Officer (CDO)
Masahiro Kanai	Managing Executive Officer & Corporate Administration & General Manager Corporate Staff Division	Managing Executive Officer & Corporate Administration & General Manager Corporate Staff Division & Business Administration Department
Hirohisa Fukushima	Managing Executive Officer Chief Representative for China President of Meiwa (Shanghai) Corporation	Managing Executive Officer Chief Representative for China President of Meiwa (Shanghai) Corporation

Kenichi Ando	Executive Officer General Manager Business Division 3 & Chief Digital Officer (CDO)	Executive Officer General Manager Business Division 3 & Business Division Planning Office Business Division 3 & Functional Plastics Department

（2） New Appointment (as of April 1)

Name	New Title	Current Title
Masatoshi Kawai	Executive Officer General Manager Business Division 2 & Business Division Planning Office Business Division 2	Deputy General Manager Business Division 2 & General Manager Petroleum Products Department
Hiromichi Matsuki	Executive Officer Deputy General Manager Corporate Staff Division In charge of Corporate Accounting Department, Finance Department, Business Administration Department, Risk Management Department & General Manager Corporate Accounting Department & Finance Department & Chairman of Meiwa (Shanghai) Corporation	Corporate Staff Division General Manager Corporate Accounting & Finance Department

（3） Retirement (as of April 1)

Name	New Title	Current Title
Naoto Atsumi	Advisor Business Division 1 & Business Division 2	Managing Executive Officer Business Division & General Manager Business Division 1 & Business Division Planning Office Business Division 1 & Business Division 2 & Chairman of Meiwa (Shanghai) Corporation

(Reference) Scheduled after this June Ordinary General Meeting of Shareholders

(1) Reappointment (as of this June Ordinary General Meeting of Shareholders)

Name	New Title	Current Title (on or after April 1)
Minoru Kuboaki	President and Executive Officer	Senior Managing Executive Officer Chief Operating Officer (COO)

(2) Resignation (as of this June Ordinary General Meeting of Shareholders)

Name	New Title	Current Title (on or after April 1)
Takashi Yoshida	Advisor	President and Executive Officer

(3) Brief Career Summary of the Candidate Appointed as President and Executive Officer

Name	Minoru Kuboaki	
Date of Birth	December 4, 1968	
Academic history	March 1991	Graduated from Hosei University, Faculty of Economics
Professional history	August 1991	Joined MEIWA CORPORATION
		Resins & Building Materials Department Building Materials Equipment Section
	April 2003	Functional Materials Group Manager
	April 2010	General Affairs & Human Resources Group Manager
	October 2012	General Affairs & Human Resources Group Manager
		& General Manager Ho Chi Minh Office
	February 2014	President of Meiwa Vietnam
	April 2018	MEIWA CORPORATION
		General Manager Resins & Flame Retardants Department Business Division 1
	October 2019	General Manager Resins & Flame Retardants Department Business Division 1
		& Seoul Office
	January 2020	General Manager Resins & Flame Retardants Department Business Division 1
		& Mineral Resource & Environmental Business Department Business Division 1
		& Seoul Office
	April 2020	General Manager Business Division 1
		& Mineral Resource & Environmental Business Department

April 2022	Executive Officer
	General Manager Business Division 1
	& Mineral Resource & Environmental Business
	Department
April 2023	Executive Officer
	General Manager Business Division 1
April 2024	Executive Officer
	General Manager Business Division 1
	& Business Division Planning Office Business Division 1
	& Chief Digital Officer (CDO)
April 2025	Executive Officer
	General Manager Battery & Automotive Division
	& Chief Digital Officer (CDO)

Number of shares held: 2,200 shares