March 25, 2026

Company name: MEIWA CORPORATION
Representative: Takashi Yoshida
(Stock exchange listing: Tokyo Stock Exchange
Code number: 8103)
Contact: Satoshi Ishii, General Manager Corporate Administration Department
Phone: +81-3-3240-9011

Notice Concerning Changes in Representative Director (Decision)

MEIWA CORPORATION (The"Company") announces, in connection with the Company's basic management policy and based on the results of the Board of Directors meeting held today, the Board has determined a proposed change in the Representative Director to be submitted at the Ordinary General Meeting of Shareholders to be held in late June 2026. Details are as follows.

1.Background and Reason

This fiscal year marks the final year of the Company's 'Medium-Term Management Plan 2025,' and the Company expects to exceed the 7.2 billion yen cumulative profit target originally set for the three-year period. Regarding the new Medium-Term Management Plan starting from the next fiscal year, the Company has decided to implement a change in the Representative Director (President and Chief Executive Officer) and promote the plan under a new management structure.

2. Proposed Change in Representative Director (as of April 1)

(Reference) This is the information announced in the "Notification of Executive Officer Personnel Affairs" dated February 19, 2026.

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)

3. Names and Titles of Incoming and Outgoing Presidents and Chief Executive Officers

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

(Reference) Mr. Minoru Kuboaki is scheduled to assume the office of President and Chief Executive Officer following approval at the Ordinary General Meeting of Shareholders and subsequent resolution of the Board of Directors to be held in June of this year.

(Reference) Mr. Takashi Yoshida is scheduled to retire from his position as Director due to the expiration of his term upon the conclusion of the Ordinary General Meeting of Shareholders to be held in June of this year.

4. Brief Career Summary of Newly appointed President and Chief Executive Officer

Name	Minoru Kuboaki	
Date of Birth	December 4, 1968	
Place of birth	Tokyo	
Academic history	March 1991	Graduated from Hosei University, Faculty of Economics
Professional history	August 1991	Joined MEIWA CORPORATION
	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)
April 2026 (planned)	Senior Managing Executive Officer Chief Operating Officer (COO)

Number of shares held: 2,200 shares