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May 13, 2025

Company name: Okamoto Industries, Inc.
Name of representative: Kunihiko Okamoto, Representative
Director and President
(Securities code: 5122; Prime
Market)
Inquiries: Yuji Tanaka, Managing Director
Member of the Board
(Telephone: +81-3-3817-4121)

Notice Regarding Appointments of Directors and Executive Officers

At the Board of Directors meeting held on May 13, 2025, Okamoto Industries, Inc. resolved the following appointments of Directors and Executive Officers, subject to approval at the 129th Annual General Meeting of Shareholders scheduled to be held in June 2025.

1. Candidates for Directors (Excluding Directors Who Are Audit and Supervisory Committee Members)

Name	New Position	Current Position	New/Reappointed
Yoshiyuki Okamoto	Director, Chairman	Same as left	Reappointed
Kunihiko Okamoto	Representative Director, President & Chief Executive Officer	Same as left	Reappointed
Masaru Okamoto	Co-Representative Director, Senior Managing Executive Officer	Same as left	Reappointed
Yuji Tanaka	Director Managing Executive Officer	Same as left	Reappointed
Kenji Tanaka	Director Managing Executive Officer	Managing Executive Officer	Newly appointed
Yuri Sugano	Director (Outside)	Currently Partner Attorney at Nishimura & Asahi (Gaikokuho Kyodo Jigyo)	Newly appointed

* Ms. Yuri Sugano is scheduled to be designated as an Independent Director pursuant to the regulations of the Tokyo Stock Exchange.

2. Directors Scheduled to Retire

Name	Current Position
Keiji Ikeda	Director, Managing Executive Officer Shizuoka Plant Manager President and Representative Director of Kyushu Gravure Printing Co., Ltd.
Mitsue Aizawa	Director (Outside)

*Mr. Keiji Ikeda and Ms. Mitsue Aizawa are scheduled to retire upon the conclusion of the 129th Annual General Meeting of Shareholders to be held on June 26, 2025, due to the expiration of their terms of office. In addition, Mr. Keiji Ikeda is also scheduled to retire from his position as Managing Executive Officer.

3. Executive Officer Appointments (Effective June 26, 2025).

Name	New Position	Current Position	New/Reappointed
Kunihiko Okamoto	Chief Executive Officer	Same as left	Reappointed
Masaru Okamoto	Senior Managing Executive Officer Overseas Business, Purchasing, Commodity Plastic Film, Shoes, Regulatory Affairs Dept. Logistic Section.	Senior Managing Executive Officer Overseas Business, Purchasing, Commodity Plastic Film, Specialized Plastic Film, Agricultural Film, Shoes Dept. Logistic Section.	Reappointed
Kenji Tanaka	Managing Executive Officer Strategic Information System Dept. Technology in general Tsukuba Plant Manager	Managing Executive Officer Strategic Information System Dept. Technology in general	Reappointed
Tetsuo Nodera	Managing Executive Officer Automobile Accessories Dept.	Same as left	Reappointed
Yuji Tanaka	Managing Executive Officer General Affairs Dept. Customer Service Section, Osaka Branch, Nagoya Office, Fukuoka Office	Managing Executive Officer General Affairs Dept. Customer Service Section, Regulatory Affairs Dept. Osaka Branch, Nagoya Office, Fukuoka Office	Reappointed
Takayuki Kume	Managing Executive Officer Healthcare Product, Livingware Product Dept.	Same as left	Reappointed
Atsushi Sato	Managing Executive Officer Ibaraki Plant Manager Fukushima Plant Manager	Same as left	Reappointed
Yuji Taniguchi	Managing Executive Officer President and Representative Director of OKAMOTO NORTH AMERICA Inc. and OKAMOTO U.S.A.,Inc.	Executive Officer Business Administration Dept. President and Representative Director of OKAMOTO NORTH AMERICA Inc. and OKAMOTO U.S.A.,Inc.	Promoted
Minoru Yamazaki	Executive Officer Human Resource Dept.	Same as left	Reappointed

Tatsuya Sato	Executive Officer Gloves & Medical Products Dept.	Same as left	Reappointed
Nobuyuki Ito	Executive Officer Adhesive Tape Dept.	Same as left	Reappointed
Hiroyuki Uchiyama	Executive Officer Wallcovering Dept.	Same as left	Reappointed
Hisao Hosoya	Executive Officer Accounting Dept.	Same as left	Reappointed
Shigetaka Wakabayashi	Executive Officer Specialized Plastic Film Dept.	Same as left	Reappointed
Haruhide Kawai	Executive Officer Shizuoka Plant Manager President and Representative Director of Kyushu Gravure Printing Co., Ltd.	Shizuoka Plant Acting Plant Manager also serving as Synthetic Leather Dept. Manager.	Newly appointed
Kozo Kitaoka	Executive Officer Agricultural Film Dept.	General Manager Agricultural Film Dept.	Newly appointed

4.Executive Officers Scheduled to Retire

Name	Current Position
Yoichi Tsuchiya	Managing Executive Officer Tsukuba Plant Manager