

**Translation:** Please note that the following is a translation of the original Japanese version, which is prepared for the convenience of investors. In case of any discrepancy between the translation and the Japanese original, the latter shall prevail.



April 25, 2025

To whom it may concern,

Company Name: KINDEN CORPORATION  
Representative: Takao Uesaka, President  
(Securities Code: 1944, TSE Prime Market)  
Contact: Hiroaki Kobayashi, General Manager of  
General Affairs & Legal Department  
(Tel: +81-6-6375-6000)

### **Notice Concerning Changes in Officers**

KINDEN CORPORATION (the “Company”) hereby announces that, at the meeting of the Board of Directors held today, it decided to make changes in Officers and to introduce a Lead Executive Officer system.

The changes in Directors are expected to be formally decided at the 111th Ordinary General Meeting of Shareholders scheduled to be held on June 25, 2025 and at the meeting of the Board of Directors to be held after the conclusion of the Ordinary General Meeting of Shareholders. The changes in the Lead Executive Officers are expected to be formally decided at said meeting of the Board of Directors. Following these changes, it is expected that over half of the members of the Company’s Board of Directors will be Independent Outside Directors.

#### **1. Regarding the changes in Officers**

##### **(1) Details of the changes in Officers**

##### **(i) Candidate for Director to be newly elected**

Director	Miyuki Ishihara
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\* Mr. Miyuki Ishihara is a candidate for Outside Director as prescribed in Article 2, item (xv) of the Companies Act.

##### **(ii) Directors scheduled to retire**

Hiroshi Nishimura	(Scheduled to assume the role of Advisor)
Moriyoshi Sato	(Scheduled to assume the role of Lead Executive Officer)

Takashi Fukuda	(Scheduled to assume the role of Lead Executive Officer)
Masanori Horikiri	(Scheduled to assume the role of Lead Executive Officer)
Kenji Yoshimasu	(Scheduled to assume the role of Lead Executive Officer)
Keizo Morikawa	

(2) Reason for the changes

To change the management structure.

(3) Date of the changes

Wednesday, June 25, 2025

2. Regarding the introduction of the Lead Executive Officer system

(1) Purpose of the introduction

As part of the Company's governance reform, the Company will introduce a Lead Executive Officer system with the aim of establishing a structure where the Board of Directors can focus on supervision and the executive bodies can concentrate on business execution, thereby clarifying the roles of supervision and execution.

In addition to aiming to strengthen supervisory functions by increasing the proportion of Independent Outside Directors on the Board of Directors, we also aim to accelerate business execution and strengthen executive functions by having Lead Executive Officers focus their efforts on business execution.

(2) Outline of the system

- (i) A Lead Executive Officer shall execute business entrusted to them by the Board of Directors as determined by a contract of mandate with the Company.
- (ii) The term of a Lead Executive Officer shall be one year, and appointment and dismissal shall be decided by the Board of Directors.
- (iii) A Lead Executive Officer may serve concurrently as a Director.
- (iv) As a member of the Company's management team, a Lead Executive Officer shall be in charge of important management areas and be involved in decision-making on vital matters.

(3) Date of the introduction

Wednesday, June 25, 2025

(4) Candidates for Lead Executive Officer to be newly elected (June 25, 2025)

Vice President, Lead Executive Officer

(Representative Director)	Hiroyuki Hayashi	(currently, Vice President, Representative Director)
	Moriyoshi Sato	(currently, Director, Senior Executive Officer)

Senior Lead Executive Officer

Takashi Fukuda	(currently, Director, Managing Executive Officer)
Masanori Horikiri	(currently, Director, Managing Executive Officer)

Managing Lead Executive Officer

(Director)	Koji Izaki	(currently, Director, Managing Executive Officer)
	Kenji Yoshimasu	(currently, Director, Managing Executive Officer)
	Mamoru Shimada	(currently, Senior Executive Officer)
	Kenji Enomoto	(currently, Managing Executive Officer)
	Yasuo Kakiuchi	(currently, Executive Officer)

### 3.New structure (decided) <as of June 25, 2025>

#### (1)Officer structure

##### [Director]

Name	New title
Yoshihiro Doi	Chairman, Representative Director
Takao Uesaka	President, Representative Director
Hiroyuki Hayashi	Representative Director
Koji Izaki	Director
Hanroku Toriyama	Director (Independent Outside)
Keiji Takamatsu	Director (Independent Outside)
Kazunobu Sagara	Director (Independent Outside)
Haruko Kokue	Director (Independent Outside)
Fumi Musashi	Director (Independent Outside)
Miyuki Ishihara [Newly appointed]	Director (Independent Outside)

##### [Audit & Supervisory Board Member]

Name	New title
Kazuaki Nishikiori	Permanent Audit & Supervisory Board Member (Full time)
Hideo Tanaka	Audit & Supervisory Board Member (Full time)
Masami Yoshioka	Audit & Supervisory Board Member (Independent Outside)
Toshimitsu Kamakura	Audit & Supervisory Board Member (Independent Outside)
Isamu Osa	Audit & Supervisory Board Member (Independent Outside)

(2)Lead Executive Officer structure

Name	New title		Current title
Yoshihiro Doi (※)	Chairman		Same as on the left
Takao Uesaka (※)	President		Same as on the left
Hiroyuki Hayashi (※)	Vice President, Lead Executive Officer	Chief of Tokyo Head Office Chief Executive of Tokyo Business Promotion Division In charge of General Sales	Vice President, Representative Director Chief of Tokyo Head Office Chief Executive of Tokyo Business Promotion Division In charge of General Sales
Moriyoshi Sato	Vice President, Lead Executive Officer	In charge of Osaka Business Promotion Division and Management Planning Department	Director, Senior Executive Officer Chief Executive of Osaka Business Promotion Division In charge of Management Planning Department
Takashi Fukuda	Senior Lead Executive Officer	Assistant Chief of Tokyo Head Office In charge of Sales	Director, Managing Executive Officer Assistant Chief of Tokyo Head Office In charge of Sales
Masanori Horikiri	Senior Lead Executive Officer	General Manager of Associated Engineering Division Chief Executive of Information and Communication Division	Director, Managing Executive Officer General Manager of Associated Engineering Division Chief Executive of Information and Communication Division
Koji Izaki (※)	Managing Lead Executive Officer	In charge of Corporate Division (Secretariat, Investor Relations & Public Relations, Management Planning, General Affairs & Legal, Finance & Accounting)	Director, Managing Executive Officer In charge of Corporate Division (Secretariat, Investor Relations & Public Relations, Management Planning, General Affairs & Legal, Finance & Accounting)
Kenji Yoshimasu	Managing Lead Executive Officer	Chief Executive of Technical & Engineering Division In charge of Kyoto Institute	Director, Managing Executive Officer Chief Executive of Technical & Engineering Division In charge of Kyoto Institute
Mamoru Shimada	Managing Lead Executive Officer	Chief Executive of Osaka Business Promotion Division	Senior Executive Officer General Manager of Osaka Branch Office
Kenji Enomoto	Managing Lead Executive Officer	Chief Executive of International Division General Manager of Tokyo Metropolitan Business Promotion Division In charge of Sales	Managing Executive Officer Chief Executive of International Division General Manager of Tokyo Metropolitan Business Promotion Division
Yasuo Kakiuchi	Managing Lead Executive Officer	Chief Executive of Power Division In charge of Safe and Healthy Environment Division Central General Safety and Health Manager	Executive Officer General Manager of Kobe Branch Office

※ Messrs. Yoshihiro Doi, Takao Uesaka and Hiroyuki Hayashi are Representative Directors, and Mr. Koji Izaki is a Director.

### **Career Summary of New Officer**

New title	Director	
Name	Miyuki Ishihara	
Educational background	Graduated from Department of Metallurgical Engineering and Department of Iron and Steel Engineering, School of Engineering, Nagoya University	
Date of birth	July 9, 1957	
Number of shares held	0 shares	
Career summary	Apr. 1981:	Entered Sumitomo Light Metal Industries, Ltd. (current UACJ Corporation)
	June 2018:	Representative Director & President, UACJ Corporation
	June 2022:	Representative Director, President, UACJ Corporation
	Apr. 2024:	Director and Chairman of the Board, UACJ Corporation (current position)