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the original shall prevail.



May 14, 2026

To whom it may concern

Company name: Kurabo Industries Ltd.  
 Representative: Shinji Nishigaki  
 President  
 (Securities code: 3106, Tokyo Stock Exchange, Prime Market)  
 Inquiries: Toru Komatsu  
 Executive Officer, Manager of General  
 Administration Department  
 Telephone: +81-6-6266-5111

### Notification on Changes of Directors and Executive Officers

Kurabo Industries Ltd. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held today, to change the Company’s Directors and Executive Officers as described below.  
 The changes will be formalized by resolutions to be passed at the 218th Ordinary General Meeting of Shareholders to be held on June 26, 2026, and at the meeting of the Board of Directors to be held immediately thereafter.

#### 1. Changes to Directors (planned from June 26, 2026)

##### (1) New candidates for Director

Name	New job title	Current job title
Takayuki Hirayama	Director, Executive Officer General Manager, Chemical Products Division	Executive Officer Manager, Chemical Products Sales Department, Tokyo Branch, Chemical Products Division
Yuri Kawashima	Outside Director (Audit and Supervisory Committee Member)	(New election)

##### (2) Career summary of newly appointed candidates (as of May 14, 2026)

Name	Takayuki Hirayama
Career summary	Date of birth : July 13, 1967 April 1990      Joined the Company April 2013      Manager, GUNMA Plant of the Company June 2019      Manager, Chemical Products Technical Administration Department, Chemical Products Division April 2023      Chairman, General Manager of Guangzhou Kurabo Chemicals Co., Ltd. May 2025      Manager, Chemical Products Sales Department, Tokyo Branch, Chemical Products Division (to present) June 2025      Executive Officer (to present)

Name	Yuri Kawashima
Career summary	Date of birth : June 4, 1978 October 2004 Registered as an attorney at law Joined Oh-Ebashi LPC & Partners September 2010 Service at Zuber & Taillieu LLP (Los Angeles) April 2011 Service at LCT Lawyers (Ho Chi Minh City) October 2011 Registered as attorney at law in the State of New York, USA January 2015 Partner of Oh-Ebashi Law Firm (to present)

Ms. Yuri Kawashima is a candidate for Outside Director.

Ms. Yuri Kawashima meets the requirements of our internal regulation of “Criteria for Independence of Outside Directors” and of an Independent Director/Auditor pursuant to Article 436-2 of the Securities Listing Regulation of the Tokyo Stock Exchange.

### (3) Retiring Directors

Name	New job title	Current job title
Toshio Baba	(Retired)	Director, Senior Managing Executive Officer General Manager, Chemical Products Division
	Counselor in charge of Chemical Products Division	
Hiroshi Fujii	(Retired)	Director, Executive Officer Officer in charge of Finance & Accounting Department, IT Management Department, General Administration Department and Estate Promotion Department
	Senior Managing Executive Officer Officer in charge of Finance & Accounting Department, IT Management Department and Estate Promotion Department	
Teppei Mogi	(Retired)	Outside Director (Audit and Supervisory Committee Member)

\*There are no changes to Directors other than the changes stated above.

## 2. Changes to Executive Officers (planned from June 26, 2026)

### (1) Promoted Executive Officers

Name	New job title	Current job title
Kenshi Kawano	Director, Senior Managing Executive Officer General Manager, Advanced Technology Division	Director, Managing Executive Officer General Manager, Advanced Technology Division
Hiroshi Fujii	Senior Managing Executive Officer Officer in charge of Finance & Accounting Department, IT Management Department and Estate Promotion Department	Director, Executive Officer Officer in charge of Finance & Accounting Department, IT Management Department, General Administration Department and Estate Promotion Department
Hirotsugu Marumo	Managing Executive Officer General manager of Tokyo Branch; manager of Tokyo Branch General Administration Department	Executive Officer Manager, Human Resources Department
Masanori Isobe	Managing Executive Officer Deputy general Manager, Advanced Technology Division Officer in charge of Environment & Construction Department	Executive Officer Deputy general Manager, Advanced Technology Division
Toru Komatsu	Managing Executive Officer Officer in charge of General Administration Department and Human Resources Department	Executive Officer Manager, General Administration Department; director of Kurabo Memorial Hall

(2) New Executive Officers

Name	New job title	Current job title
Kiyoshi Hamaguchi	Executive Officer Manager, Finance & Accounting Department	Manager, Finance & Accounting Department

(3) Retiring Executive Officers

Name	New job title	Current job title
Susumu Inaoka	(Retired)	Senior Managing Executive Officer Officer in charge of Human Resources Department and Environment & Construction Department
	Counselor in charge of Secretary Department, Managerial Planning Department and Human Resources Department	
Masahiro Hirata	(Retired)	Executive Officer General manager of Tokyo Branch; manager of Tokyo Branch General Administration Department

\*There are no changes to Executive Officers other than the changes stated above.