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May 11, 2026

To whom it may concern:

Company name: NOF CORPORATION
Name of representative: Koji Sawamura, President and
Chief Executive Officer
(Securities code: 4403; Tokyo
Stock Exchange, Prime Market)
Inquiries: Junko Hamamoto, Operating
Officer, General Manager of
Corporate Communications Dept.
(Telephone: +81-3-5424-6651)

Notice Concerning Changes in Executive Management

NOF CORPORATION hereby announces that the Board of Directors decided at a meeting held on May 11, 2026 to make the following changes in its Executive Management. The changes will be effective as of June 26, 2026. Meanwhile, Representative Directors and Directors will be officially appointed following resolutions at the 103rd Ordinary General Meeting of Shareholders and the Board of Directors meeting held on June 26, 2026.

1. New Executive Management Structure

(1) Candidates for Directors (Excluding Directors who are Audit and Supervisory Committee Members)

Representative Director, Executive Chairman Takeo Miyaji
(Currently Representative Director, Executive Chairman)

Representative Director, President and CEO Koji Sawamura
(Currently Representative Director, President and CEO)

Director, CTO to be newly appointed Eui-Chul Kang
(Currently Executive Operating Officer, General Manager of Corporate R&D Div.)

Director, CCO Manabu Saito
(Currently Director, CCO, Executive Operating Officer)

Outside Director Takashi Kamada
(Currently Outside Director)

Outside Director Izumi Hayashi
(Currently Outside Director)

(2) Candidate for Director who is an Audit and Supervisory Committee Member

Director to be newly appointed Junko Hamamoto
(Currently Operating Officer, General Manager of Corporate Communications Dept.)

(Reference) Directors who are Audit and Supervisory Committee Members as of June 26, 2026

Director who is an Audit and Supervisory Committee Member	Junko Hamamoto
Outside Director who is an Audit and Supervisory Committee Member	Kunimitsu Ito
Outside Director who is an Audit and Supervisory Committee Member	Yuriko Sagara
Outside Director who is an Audit and Supervisory Committee Member	Keiichi Miura

(3) Directors scheduled to retire

Director, CSQO, Executive Operating Officer, General Manager of Corporate Technical Div.	Kazuyoshi Yamauchi
Director who is an Audit and Supervisory Committee Member	Masanobu Miyo

(4) Operating Officers to be promoted or newly appointed as of June 26,2026

Name	New title	Current title
Toshiaki Sakaino	Executive Operating Officer, CFO General Manager of Planning & Strategy Dept. In charge of Corporate Communications Group, and Finance Group	Operating Officer General Manager of Planning & Strategy Dept.
Yoshitaka Honda	Executive Operating Officer, CSQO General Manager of Corporate Technical Div. In charge of Information Systems Group	Operating Officer General Manager of Kawasaki Works General Manager of Chidori Plant General Manager of Operations Dept.at Kawasaki Works of the Company
Tetsuhiro Eto	Operating Officer General Manager of Kawasaki Works General Manager of Daishi Plant General Manager of Operations Dept.at Kawasaki Works of the Company	General Manager of Daishi Plant
Sachiyo Kaneko	Operating Officer General Manager of Corporate Communications Dept.	(Planning & Strategy Dept.)

(5) Operating Officers scheduled to retire

Executive Operating Officer, General Manager of Corporate Technical Div.	Kazuyoshi Yamauchi
Executive Operating Officer	Naoya Umehara
Operating Officer, General Manager of Legal Dept.	Hiroyuki Kajikawa
Operating Officer, General Manager of Functional Foods Div.	Hirofumi Kato
Operating Officer, General Manager of Corporate Communications Dept.	Junko Hamamoto

(Reference) Operating Officers as of June 26, 2026

Position	Name	New Roles
Executive Chairman	Takeo Miyaji	
President and CEO	Koji Sawamura	
Executive Operating Officer	Satoshi Kataoka	General Manager of Functional Materials Div. In charge of Purchasing Dept.
Executive Operating Officer	Eui-Chul Kang	CTO General Manager of Corporate R&D Div. In charge of Life Science Group
Executive Operating Officer	Manabu Saito	CCO General Manager of Functional Foods Div. In charge of HR & General affairs Group, and Legal Group
Executive Operating Officer	Toshiaki Sakaino	CFO General Manager of Planning & Strategy Dept. In charge of Corporate Communications Group, and Finance Group
Executive Operating Officer	Kazuhito Narumi	General Manager of Explosives & Propulsion Div.
Executive Operating Officer	Yoshitaka Honda	CSQO General Manager of Corporate Technical Div. In charge of Information Systems Group
Operating Officer	Tsuyoshi Izumisawa	General Manager of Finance Dept.
Operating Officer	Tetsuhiro Eto	General Manager of Kawasaki Works General Manager of Daishi Plant General Manager of Operations Dept. at Kawasaki Works of the Company
Operating Officer	Sachiyo Kaneko	General Manager of Corporate Communications Dept.
Operating Officer	Motoji Takimizu	General Manager of Information Systems Dept.
Operating Officer	Kuniaki Tsuruoka	General Manager of Metal Coatings Group
Operating Officer	Akihisa Maeda	General Manager of HR & General Affairs Dept.
Operating Officer	Yuji Yamamoto	General Manager of Life Science Div.

CFO: Chief Financial Officer

CTO: Chief Technology Officer

CCO: Chief Compliance Officer

CSQO: Chief Safety and Quality Officer