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February 13, 2025

To all parties concerned,

Company name: Mitsubishi Pencil Company, Limited
Representative: Shigehiko Suhara
Representative Director
(Securities Code: 7976; Prime of TSE)
Inquiries: Naoto Hasegawa
Senior Executive Officer, in charge of Finance
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Announcement of Executive Personnel Changes

Mitsubishi Pencil Company, Limited (the “Company”) hereby announces that a decision was made at its Board of Directors meeting held today regarding executive personnel changes as stated below. These changes will be formally decided at the Annual General Meeting of Shareholders scheduled to be held on March 27, 2025 and at the subsequent Board of Directors meeting.

1. Changes in Executive Personnel

(1) Changes in Directors (planned to be effective on March 27, 2025)

- a. New candidate for Director
Outside Director: Yoshihiro Honbo

- b. Retiring Director
Director: Nobuyuki Nagasawa
(Planned to be appointed as full-time corporate advisor)

(2) Changes in Audit & Supervisory Board Members (planned to be effective on March 27, 2025)

- a. New candidate for Audit & Supervisory Board Member
Outside Audit & Supervisory Board Member: Yoshiaki Suzuki

- b. Retiring Audit & Supervisory Board Member
Outside Audit & Supervisory Board Member: Osamu Ishida

(3) Changes in Executive Officers (planned to be effective on March 27, 2025)

New candidates for Executive Officers

- Hiroyuki Muto (Current General Factory Manager of Yamagata Plant)
Shigeki Saito (Current General Manager of Human Resources Dept., and General Manager of Legal Dept.)

2. Lineup of Directors, Audit & Supervisory Board Members, and Executive Officers (On or after March 27, 2025)

a. Directors

Name	Position
Eiichiro Suhara	Representative Director, Chairman
Shigehiko Suhara	Representative Director, President
Kazuhisa Kirita	Director
Takao Suzuki	Director
Nobuo Yamamura	Director
Tojiro Aoyama	Outside Director
Asako Saito	Outside Director
Tadashi Shimamoto	Outside Director
Yoshihiro Honbo	Outside Director

b. Audit & Supervisory Board Members

Name	Position
Emi Murakami	Full-time Audit & Supervisory Board Member
Hirohisa Ogawa	Full-time Audit & Supervisory Board Member
Toru Kajikawa	Outside Audit & Supervisory Board Member
Yoshiaki Suzuki	Outside Audit & Supervisory Board Member

c. Responsibility for Business Execution by Representative Directors and Executive Officers

Name	New Position	Current Position
Eiichiro Suhara	(No Change)	Representative Director, Chairman
Shigehiko Suhara	(No Change)	Representative Director, President, in charge of New Business Development and Internal Audit
Kazuhisa Kirita	(No Change)	Director, Senior Managing Executive Officer, Engineering, in charge of Quality Assurance and Sustainability
Takao Suzuki	(No Change)	Director, Managing Executive Officer in charge of Human Resources, Information System and Legal Affairs
Nobuo Yamamura	(No Change)	Director, Managing Executive Officer in charge of Domestic Sales and Marketing, and Product Development
Naoto Hasegawa	Senior Executive Officer in charge of Finance	Senior Executive Officer in charge of Finance and General Affairs
Osamu Teshima	(No Change)	Senior Executive Officer, General Manager of International Sales and Marketing Dept.
Hisashi Jyagawa	Senior Executive Officer in charge of Corporate Planning	Senior Executive Officer, General manager of Corporate Planning Dept.

Name	New Position	Current Position
Motohiro Komiya	(No Change)	Executive Officer in charge of Cosmetics Business
Sakae Hayao	(No Change)	Executive Officer, General Manager of Corporate Sustainability Office
Koichi Hirano	(No Change)	Executive Officer in charge of Production and Production Engineering
Yasuaki Ogiwara	(No Change)	Executive Officer in charge of Engineering, Intellectual Property and Industrial Materials.
Shuji Ichikawa	(No Change)	Executive Officer, Fellow of Research and Development
Hiroyuki Muto	Executive Officer, General Manager of Production Control Dept.	General Factory Manager of Yamagata Factory
Shigeki Saito	Executive Officer in charge of General Affairs, and General Manager of Legal Dept.	General Manager of Human Resource Dept., and General Manager of Legal Dept.