

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

May 21, 2026

To whom it may concern:

Company name: Eagle Industry Co., Ltd.
Representative: Tetsuji Tsuru
Representative Director and President
(Securities code: 6486; Prime Market of
the Tokyo Stock Exchange)
Inquiries: Tadashi Yamamoto
General Manager, General Affairs
Department
(TEL: +81-3-3432-3892)

Notice Regarding Appointment of Directors and Operating Officers

Eagle Industry Co., Ltd. (the “Company”) announced today that a Board of Directors meeting held on May 21, 2026 tentatively approved the re-election of Directors and Operating Officers following the completion of their terms of office, as follows.

The Company plans to appoint the following candidates following the approval of the FY2025 Ordinary General Meeting of Shareholders planned for June 2026, at a Board of Directors meeting that the Company plans to hold thereafter.

1. Candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members) (As of June 24, 2026)

(Underlining denotes change)

Name	New title	Existing title
Tetsuji Tsuru	Representative Director, Chairman of the Board and President	Same as left
Masaki Nakao	Representative Director, Vice President <u>and General Manager, Corporate Administration Office</u>	Representative Director, Vice President <u>and General Manager, Corporate Administration Office and Defense Business Corporate Office</u>
Norio Uemura (Doctor of Engineering)	<u>Representative Director, Vice President with oversight of Technology, Research & Development and General Manager, Defense Business Corporate Office</u>	<u>Representative Director, Senior Managing Director and General Manager, Engineering Division</u>
Masahide Shimada	Senior Managing Director and General Manager, AI·CI Division and Nuclear Power Business Office	Same as left
Ryota Nakazawa	Senior Managing Director <u>and General Manager, Corporate Strategic Planning Office</u>	Senior Managing Director <u>and General Manager, Corporate Strategic Planning Office and Deputy General Manager, Defense Business Corporate Office</u>
Yoshinobu Murata	<u>Senior Managing Director</u> and General Manager, Corporate Finance & Accounting Office	<u>Senior Operating Officer</u> and General Manager, Corporate Finance & Accounting Office
Risa Yamasawa	Outside Director	Same as left

Note : Shinji Abe, currently Representative Director and Senior Managing Director, and Hidetaka Yamamoto, currently Senior Managing Director, will retire upon the expiration of their respective terms of office and will assume the position of Advisor thereafter.

2. Candidates for Directors who are Audit & Supervisory Committee Members (As of June 24, 2026)

(Underlining denotes change)

Name	New title	Existing title
Yasumitsu Iba	Director and Standing Audit & Supervisory Committee Member	Same as left
Katsuhiko Shono	Outside Director and Audit & Supervisory Committee Member	Same as left
Masako Sakaguchi	Outside Director and Audit & Supervisory Committee Member	Same as left
Takashi Koike	Outside Director and Audit & Supervisory Committee Member	Same as left

3. Candidates for Operating Officers (As of June 24, 2026)

(Underlining denotes change)

Name	New title	Existing title
Noriyuki Nonaka	Senior Operating Officer and General Manager, SI Division	Same as left
Katsuhiro Murakami	Senior Operating Officer and General Manager, EB Division (Representative Director and President, EagleBurgmann Japan Co., Ltd.)	Same as left
Takumi Yoshikawa	Senior Operating Officer and Deputy General Manager, AI·CI Division	Same as left
Kiyoshi Fujii	Senior Operating Officer and General Manager, Marine Division	Same as left
Kazuya Nonaka	Senior Operating Officer <u>and General Manager, Aerospace Division and Deputy General Manager Defense Business Corporate Office</u>	Senior Operating Officer <u>and General Manager, Aerospace Division</u>
Junichi Wakabayashi	Senior Operating Officer and Deputy General Manager, Corporate Strategic Planning Office (Director and President, Eagle Holding Europe B.V.)	Same as left
Chad Pottenger	Senior Operating Officer (CEO & President, EKK Eagle America, Inc.)	Same as left
Yoshiaki Takigahira (Doctor of Engineering)	Senior Operating Officer <u>and General Manager, Engineering Division</u>	Senior Operating Officer <u>and Deputy General Manager, Engineering Division</u>
Masaki Tanaka	Senior Operating Officer and General Manager, <u>Corporate Sales & Marketing Division</u>	<u>Operating Officer and Deputy General Manager, Corporate Sales & Marketing Division</u>
Shinichi Tokuda	Operating Officer and Deputy General Manager, Corporate Strategic Planning Office	Same as left
Yoshiyuki Suyama	Operating Officer and Deputy General Manager, Corporate Strategic Planning Office	Same as left
Ichiro Hirata	Operating Officer and Deputy General Manager, Corporate Administration Office	Same as left
Hiroaki Takayama	Operating Officer and Deputy General Manager, Corporate Finance & Accounting Office and EB Division	Same as left
Masao Suzuki	Operating Officer and Deputy General Manager, Corporate Sales & Marketing Division	Same as left
Hidehiko Fujita	Operating Officer, (Director and President, Eagle Industry (WUXI) Co., Ltd. and Eagle Industry Sales & Service (WUXI) Co., Ltd.)	Same as left
Masahiro Kubota	Operating Officer and Deputy General Manager, SI Division	Same as left
Koichi Yoshihara	<u>Operating Officer and General Manager, Safety, Environment and Quality Control Office</u>	<u>Deputy General Manager, Safety, Environment and Quality Control Office</u>

Note: Tetsuo Miyamoto, current Operating Officer, will retire due to the completion of his term of office.