



February 14, 2020

For Immediate Release

Company name: Okabe Co., Ltd.
 Representative: Makoto Hirowatari, President
 Code: 5959 (First Section of the Tokyo Stock Exchange)
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Notice of Changes to Executives

The Company announces that a meeting of its Board of Directors held today informally decided to make changes to Executives as of March 27, 2020. Details are as follows. The changes are expected to be formally approved at the 76th ordinary general meeting of the shareholders to be held on March 27, 2020, and at the meeting of the Board of Directors to be held after the close of said general meeting.

In order to strengthen the functions of the Board of Directors and improve the efficiency and promptness of business operations, the Company has reviewed its operating officer system and will change the titles of directors, excluding Audit & Supervisory Committee Members, as of March 27, 2020.

1. New Executives as of March 27, 2020 (Planned)

(1) Directors and Audit & Supervisory Committee Members

Name	New title and key responsibilities or concurrent positions		Current title and key responsibilities or concurrent positions	
Makoto Hirowatari	Representative Director, President and Chief Executive Officer		Representative Director and President	
Hiroaki Sugimoto	Director and Managing Executive Officer	In charge of R & D Division	Managing Director	In charge of R & D Division
Akira Motoi	Director and Managing Executive Officer	In charge of International Division President of Okabe Holding USA, Inc.	Managing Director	In charge of Sales Division
Yasushi Hosomichi	Director and Managing Executive Officer	In charge of Administrative Division	Managing Director	In charge of Administrative Division
Hirohide Kawase	Director and Senior Operating Officer	Executive General Manager of Headquarter Sales Division	Director	General Manager of Marketing Office
Toshihiko Mikami	Director and Senior Operating Officer	General Manager of Civil Engineering Division	Director	General Manager of Civil Engineering Division
Toshinari Endo	Director and Senior Operating Officer	Executive General Manager of Production Division	Director	Executive General Manager of Production Division
Kenji Shimamura	Director (Full-time Audit & Supervisory Committee Member)	Chairman of Audit & Supervisory Committee	Same as on the left	
Katsuyuki Yamazaki	Outside Director (Audit & Supervisory Committee Member)	Partner of Marunouchi First Law Office*	Same as on the left	
Nozomi Tsuji	Outside Director (Audit & Supervisory Committee Member)	Representative Attorney of NOZOMI Law Firm*	Same as on the left	
Akitoshi Ishimoto	Outside Director (Audit & Supervisory Committee Member)	Representative Attorney of Akitoshi Ishimoto Law Office Audit & Supervisory Board Member (Outside) of Ai Holdings Corporation Outside Director of Housecom Corporation*	Same as on the left	

Name	New title and key responsibilities or concurrent positions	Current title and key responsibilities or concurrent positions
Hiroko Noda	Outside Director (Audit & Supervisory Committee Member) Representative Certified Public Accountant of NODA C.P.A. Accounting Firm Representative Director of Probity Consulting Co., Ltd. Part-time lecturer of Asia University Graduate School of Asian and International Business Strategy Outside Director of MODEC, Inc.*	Same as on the left

* Mr. Katsuyuki Yamazaki, Mr. Nozomi Tsuji, Mr. Akitoshi Ishimoto and Ms. Hiroko Noda meet the requirements for Outside Director provided for in Article 2, Item 15 of the Companies Act.

(2) Operating officers who do not hold concurrent position as director

Name	New title and key responsibilities or concurrent positions	Current title and key responsibilities or concurrent positions
Yoshiharu Nohara *1	Senior Operating Officer General Manager of Internal Audit Office	Director General Manager of Internal Audit Office
Yasunobu Yamazaki *2	Operating Officer Executive General Manager of International Division	Director Executive General Manager of International Division President of Okabe Holding USA, Inc.
Masateru Goto	Operating Officer Manager of Nagoya Branch	Same as on the left
Toshinori Kai	Operating Officer Manager of Tokyo Branch	Same as on the left
Akira Hoshi *3	Operating Officer President of PT Fujibolt Indonesia	— President of PT Fujibolt Indonesia

*1 Mr. Yoshiharu Nohara will retire as Director and assume the positions of Senior Operating Officer and General Manager of Internal Audit Office.

*2 Mr. Yasunobu Yamazaki will retire as Director and assume the positions of Operating Officer and Executive General Manager of International Division.

*3 Mr. Akira Hoshi is a candidate for new Operating Officer.

2. Reasons for Revisions to Operating Officer System

- (1) By setting an appropriate number of directors, the Company intends to strengthen the functions of the Board of Directors, including improvement of the decision-making process and the promptness and enhancement of supervisory functions.
- (2) Through further clarification of operating responsibilities and separation from decision-making on general management and supervisory functions, the Company intends to improve the efficiency and promptness of the business operations.