

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 22, 2024

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: Mikito Ikeda
 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 22, 2024 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 FY2023 Ordinary General Meeting of Shareholders planned for June 2024, 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 25, 2024)

(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 Supervising Production, Corporate Strategic Planning and Overseas Business General Manager, Defense Business Corporate Office	Same as left
Shinji Abe	Representative Director, Senior Managing Director and General Manager, Safety, Environmental and Quality Control Office	Same as left
Norio Uemura (Doctor of Engineering)	Representative Director, Senior Managing Director and General Manager, Engineering Division	Same as left
Masahide Shimada	Senior Managing Director, General Manager, AI·CI Division and General Manager, Nuclear Power Business Corporate Office	Same as left
Hidetaka Yamamoto	Senior Managing Director and General Manager, Corporate Sales & Marketing Division	Same as left
Ryota Nakazawa	<u>Senior Managing Director</u> and General Manager, Corporate Strategic Planning Office and Dupty General Manager, Defense Business Corporate Office	<u>Senior Operating Officer</u> , position same as left
Makoto Kikkawa	Outside Director	Same as left

2. Candidates for Directors who are Audit & Supervisory Committee Members (As of June 25, 2024)

(Underlining denotes change)

Name	New title	Existing title
Yasumitsu Iba	<u>Director and Standing Audit & Supervisory Committee Member</u>	<u>Standing Audit & Supervisory Board Member</u>
Katsuhiko Shono	Outside Director and <u>Audit & Supervisory Committee Member</u>	Outside Director
Masako Sakaguchi	Outside Director and <u>Audit & Supervisory Committee Member</u>	Outside Director
Takashi Koike	<u>Outside Director and Audit & Supervisory Committee Member</u>	-

Note: Current Standing Audit & Supervisory Board Member Hideo Satake and Outside Audit & Supervisory Board Members Nozumu Maehara, Hideki Watanabe, and Atsushi Kajitani will retire following the Company's transition to a company with Audit & Supervisory Committee.

3. Candidates for Operating Officers (As of June 25, 2024)

(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 General Manager, Business Operation Division	Same as left
Yoshinobu Murata	Senior Operating Officer and General Manager, Financial and Accounting Division	Same as left
Kiyoshi Fujii	Senior Operating Officer and General Manager, Marine Industry Division	Same as left
Kazuya Nonaka	Senior Operating Officer and General Manager, Aerospace Industry Division	Same as left
Junichi Wakabayashi	<u>Senior Operating Officer</u> and Deputy General Manager, Corporate Strategic Planning Office (Director and President, Eagle Holding Europe B.V.)	<u>Operating Officer</u> , position same as left
Chad Pottenger	<u>Senior Operating Officer</u> (President, EKK Eagle America, Inc.)	<u>Operating Officer</u> , position same as left
Kazuaki Nagayoshi	Operating Officer and Deputy General Manager, AI·CI Division (Director and General Manager, Eagle Industry (Wuxi) Co., Ltd.)	Same as left
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, AI·CI Division	Same as left
Hiroaki Takayama	Operating Officer, Deputy General Manager, Financial and Accounting Division and Deputy General Manager, EB Division	Same as left
Masaki Tanaka	Operating Officer and Deputy General Manager, Corporate Sales & Marketing Division	Same as left
Yoshiaki Takigahira	Operating Officer and Deputy General Manager, Engineering Division	Same as left
Tetsuo Miyamoto	Operating Officer President, ESM Company	Same as left

Note: Current Operating Officer Seiichiro Araki will retire due to the completion of his term of office.