

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.



March 27, 2026

Company name: Achilles Corporation
 Representative: Ichiro Hikage, President
 (Securities code: 5142, Tokyo Stock Exchange Prime Market)
 Inquiries: Soichi Kozaki, Operating Officer
 HR and Administration
 Telephone: +81-3-5338-9214

Notice Regarding Changes of Officers

Achilles Corporation (the “Company”) hereby announces that it has informally decided, at a meeting of the Board of Directors held on March 27, 2026, to make changes in officers as described below.

The change will be officially finalized subject to resolutions at the 106th Annual General Meeting of Shareholders to be held on June 26, 2026 and at the meeting of the Board of Directors to be held thereafter.

1. Changes in officers

(1) Changes in Directors (Excluding Directors Who Are Audit & Supervisory Committee Members)

(i) Candidate for new External Director

Name	New
Haruko Kokue	External Director

(ii) Career summary of a candidate for new External Director

Name (Date of birth)	Career summary	Number of shares of the Company held
Haruko Kokue (January 17,1959)	April 1981	0
	April 2006	
	April 2011	
	April 2013	
	April 2016	
	April 2020	
	June 2020	
	June 2022	
	June 2023	
	June 2024	
	Joined Mitsui Petrochemical Industries (currently Mitsui Chemicals, Inc.)	
	General Manager of Sales & Marketing, MITSUI PHENOLS SINGAPORE PTE. LTD.	
	General Manager of SCM Promotion Division, Mitsui Chemicals, Inc.	
	Senior Director, General Manager of CSR Division	
	Senior Director, General Manager of Corporate Communications Division	
	Counselor	
	Outside Director, TOPPAN FORMS CO., LTD. (currently TOPPAN Edge Inc.)	
	Outside Director, Sojitz Corporation	
	Outside Director, KINDEN CORPORATION (to present)	
	Outside Director, Audit and Supervisory Committee Member, Sojitz Corporation (to present)	

(iii) Changes in responsibilities of Directors

Name	New responsibilities	Current responsibilities
Tatsuya Yanagawa	Director Head of Sales Division Responsible for Shoes BU and Purchasing	Director Head of Sales Division Responsible for Business Division 2 and Shoes BU
Eiichi Kawashima	Director Head of Production Division	Director Head of Production Division General Manager of Quality Assurance Head Office
Hisao Ochi	Director Assistant Head of Sales Division Responsible for North America, Business Division 1, and Business Division 2, General Manager of Business Division 1	Director Assistant Head of Sales Division Responsible for North America, Business Division 1, General Manager of Business Division 1

* BU: abbreviation of Business Unit

* Business Division 1: Automotive Materials, Chemical Products, Urethane, and Industrial Materials

* Business Division 2: Heat Insulation Materials, Floor and Wall Coverings, and Disaster Response

(2) Changes in Directors Who Are Audit & Supervisory Committee Members

(i) Candidate for new Director Who Is an Audit & Supervisory Committee Member

Name	New responsibilities	Current responsibilities
Reiko Shiratori (Name on the family register: Reiko Fuchigami)	External Director, Audit & Supervisory Committee Member (Attorney-at-law, Nishiikebukuro Law Office)	Substitute External Director, Audit & Supervisory Committee Member (Attorney-at-law, Nishiikebukuro Law Office)

(ii) Directors Who Are Audit & Supervisory Committee Members to Retire

Name	Current responsibilities
Shigeru Yamada	Director, Full-time Audit & Supervisory Committee Member
Masako Suto	External Director, Audit & Supervisory Committee Member

2. Changes in Operating Officers

(i) New Operating Officer

Name	New responsibilities	Current responsibilities
Yumiko Saito	Operating Officer Responsible for Overseas Business Governance, Financial Accounting Head Office	Assistant to General Manager of Financial Accounting Head Office (General Manager)

(ii) Operating Officer to retire

Name	Current responsibilities
Koji Kashiwase	Operating Officer General Manager of Floor and Wall Coverings BU, Business Division 2

(iii) Changes in responsibilities of Operating Officer

Name	New responsibilities	Current responsibilities
Shinsuke Inoue	Operating Officer General Manager of Industrial Materials BU, Business Division 1	Operating Officer General Manager of Industrial Materials BU and Industrial Materials Sales Department, Business Division 1

3. Scheduled date of change
June 26, 2026

[Reference] New management structure following the 106th Annual General Meeting of Shareholders and Board of Directors meeting

1. Directors

Name	Responsibilities	Remarks
Ichiro Hikage	Representative Director and President	
Kazuaki Kono	Managing Director Head of Administration Division Responsible for CSR	
Hiroki Yokoyama	Director Responsible for China, North America, Shiga Region, and Production	
Tatsuya Yanagawa	Director Head of Sales Division Responsible for Shoes BU and Purchasing	Changes in responsibilities
Eiichi Kawashima	Director Head of Production Division	Changes in responsibilities
Hisao Ochi	Director Assistant Head of Sales Division Responsible for North America, Business Division 1, and Business Division 2, General Manager of Business Division 1	Changes in responsibilities
Hitoshi Tachino	External Director	
Haruko Kokue	External Director	New appointment

* BU: abbreviation of Business Unit

* Business Division 1: Automotive Materials, Chemical Products, Urethane, and Industrial Materials

* Business Division 2: Heat Insulation Materials, Floor and Wall Coverings, and Disaster Response

2. Directors Who Are Audit & Supervisory Committee Members

Name	Responsibilities	Remarks
Nobuyuki Kikuri	Director, Full-time Audit & Supervisory Committee Member	
Chie Kasahara	External Director, Audit & Supervisory Committee Member	
Kazuomi Matsuoka	External Director, Audit & Supervisory Committee Member	
Reiko Shiratori	External Director, Audit & Supervisory Committee Member	New appointment

3. Operating Officers

Name	Responsibilities	Remarks
Hiroaki Nakano	Senior Operating Officer General Manager of Business Division 2	

Koichi Kaneda	Operating Officer General Manager of Automotive Materials BU and Automotive Materials Sales Department, Business Division 1	
Shinsuke Inoue	Operating Officer General Manager of Industrial Materials BU, Business Division 1	Changes in responsibilities
Takashi Yoshida	Operating Officer General Manager of Disaster Response BU, Business Division 2	
Naoto Ishiguro	Operating Officer General Manager of Shoes BU and Shoes Sales Department	
Toshiya Kuroiwa	Operating Officer General Manager of Ashikaga No.1 Production Solution Head Office	
Toshiaki Okoshi	Operating Officer General Manager of Ashikaga No.2 Production Solution Head Office	
Kyoji Ishihara	Operating Officer General Manager of Shiga Production Solution Head Office	
Toshiaki Monma	Operating Officer General Manager of Research & Development Head Office	
Hitoshi Tokuda	Operating Officer General Manager of Financial Accounting Head Office and Finance Division	
Yumiko Saito	Operating Officer Responsible for Overseas Business Governance, Financial Accounting Head Office	New appointment
Hiroki Ichikawa	Operating Officer General Manager of Compliance Head Office, Legal Affairs Office, and Compliance Promotion Office	
Soichi Kozaki	Operating Officer General Manager of HR and Administration Head Office, HR and Administration Division, and HR Development Division	
Kimishige Nakamura	Operating Officer General Manager of IR and Corporate Planning Head Office	
Minoru Matsumiya	Operating Officer Responsible for DX Promotion and Information Systems Department	
Masaaki Kawahara	Operating Officer General Manager of Innovation and Technology Head Office	
Fumihiko Mishina	Operating Officer General Manager of Office Center and Ashikaga Administration Department	

(Reference)

Name	Responsibilities
Kosuke Suzuki	General Manager of Chemical Products BU and Film Sales Department, Business Division 1
Seiji Kihara	General Manager of Urethane BU and Urethane Sales Department, Business Division 1
Hajime Hisatomi	General Manager of Heat Insulation Materials BU and Heat Insulation Materials Sales Department, Business Division 2
Masato Hozumi	General Manager of Floor and Wall Coverings BU and Floor and Wall Coverings Sales Department, Business Division 2