



February 13, 2026

To Whom It May Concern:

Company name: Mitsui Matsushima Holdings Co., Ltd.
Representative: Taishi Yoshioka, Representative
Director and President
(Stock Code: 1518, Prime Market of
Tokyo Stock Exchange and
Fukuoka Stock Exchange)
Contact: Toshiya Kobayashi, Executive Officer,
in charge of General Affairs Dept.
(Tel. 092-771-2171)

Notice of Changes in Representative Directors, Directors, and Executive Officers

Mitsui Matsushima Holdings Co., Ltd. (the “Company”) has approved changes in Representative Directors and nominated candidates for Directors, as detailed below, at its board of directors meeting held on February 13, 2026 and will submit a proposal on the appointment of Directors at the 170th Annual General Meeting of Shareholders, scheduled for June 19, 2026.

The Company also announces the appointment of Executive Officers effective the same date as detailed below.

I. Change in Representative Directors

1. Reason for Change

The Company intends to enhance its corporate value further under a new management team.

2. Retiring Representative Director

Name	Current Position
Shinichiro Kushima	Representative Director and Chairman

(Note) Mr. Kushima will be appointed as an advisor to the Company after retiring from his current position.

3. Expected Date of Retirement

June 19, 2026 (expected date of the 170th Annual General Meeting of Shareholders)

II. Change in Directors

1. Candidates for Directors (excluding those who are Audit & Supervisory Committee members)

Name	New Position	Current Position
Taishi Yoshioka (Reappointment)	Representative Director and President	Representative Director and President
Mikiko Abe (New appointment)	Director and Senior Executive Officer	Senior Executive Officer
Shota Wakiyama (Reappointment)	Director (External)	Director (External)
Ayako Kanamaru (Reappointment)	Director (External)	Director (External)

(Note) The term of office of Directors (excluding those who are Audit & Supervisory Committee members) is one (1) year.

2. Candidates for Directors who are Audit & Supervisory Committee members

Name	New Position	Current Position
Toshihiro Nomoto (Reappointment)	Director (Audit & Supervisory Committee Member)	Director (Audit & Supervisory Committee Member)
Yuka Mitsue (Reappointment)	Director (Audit & Supervisory Committee Member) (External)	Director (Audit & Supervisory Committee Member) (External)
Masanori Kobayashi (*) (New appointment)	Director (Audit & Supervisory Committee Member) (External)	New appointment

(*) Mr. Kobayashi is the Managing Partner of G-FAS Tax Accountants Corporation.

(Note) The term of office of Directors who are Audit & Supervisory Committee members is two (2) years.

3. Candidate for Substitute Director who is an Audit & Supervisory Committee member

Name	New Position	Current Position
Takashi Shinohara (Reappointment)	Substitute Director (Audit & Supervisory Committee Member) (External)	Substitute Director (Audit & Supervisory Committee Member) (External)

(Note) The term of office of Substitute Directors who are Audit & Supervisory Committee members is two (2) years.

4. Retiring Directors

Name	Current Position
Shinichiro Kushima	Representative Director and Chairman
Takashige Araki	Director (Audit & Supervisory Committee Member) (External)

III. Change in Executive Officers

1. Appointment of Executive Officers (expected commencement of term of office: June 19, 2026)

Name	New Position	Current Position
Takeshi Nagano (Reappointment)	Senior Executive Officer	Senior Executive Officer
Satoru Eikawa (Reappointment)	Executive Officer	Executive Officer
Taisuke Inoue (Reappointment)	Executive Officer	Executive Officer
Yasuhiro Nagakawa (Reappointment)	Executive Officer	Executive Officer
Akinori Sakai (Reappointment)	Executive Officer	Executive Officer

2. Retiring Executive Officer (Expected Date of Retirement: June 19, 2026)

Name	Current Position
Toshiya Kobayashi	Executive Officer