



February 14, 2025

To Whom It May Concern  
Company name: Pigeon Corporation  
Representative: Norimasa Kitazawa  
(President and CEO)  
(Stock code: 7956, Prime Market, Tokyo Stock Exchange)  
Contact: Nobuo Takubo  
(Senior Managing Officer, Business Strategy Division Manager)  
Phone: +81-3-3661-4204

## **Notice Regarding Personnel Transfers and Nomination of Candidates for Director and Audit & Supervisory Board Member**

At the meeting of the Board of Directors held on February 14, 2025, Pigeon Corporation (“the Company”) passed a resolution for personnel transfers and the unofficial nomination of candidates for Director and Audit & Supervisory Board Member as follows, to be implemented on March 27, 2025. The unofficial nominations of Directors and Audit & Supervisory Board Members will become official appointments upon approval by the 68th Ordinary General Meeting of Shareholders to be held on March 27, 2025.

### **1. Candidates for Director and Their Posts (as of March 27, 2025)**

Name	New Post	Current Post	Reappointment/ New Appointment
Ryo Yano	President and CEO	Director, Junior Managing Executive Officer Supervision of China Business Division/Singapore Business Division	Reappointment
Tadashi Itakura	Director, Senior Managing Executive Officer General Manager of Global Head Office	As at left	Reappointment
Kevin Vyse- Peacock	Director, Junior Managing Executive Officer Division Manager of Lansinoh Business Division/President and CEO of Lansinoh Laboratories, Inc.	As at left	Reappointment



Rehito Hatoyama	Outside Director/Chairman of the Board	As at left	Reappointment
Chiaki Hayashi	Outside Director	As at left	Reappointment
Eriko Yamaguchi	Outside Director	As at left	Reappointment
Yumiko Miwa	Outside Director	As at left	Reappointment
Hidenori Nagaoka	Outside Director	As at left	Reappointment

Note: Rehito Hatoyama, Chiaki Hayashi, Eriko Yamaguchi, Yumiko Miwa and Hidenori Nagaoka are candidates for Outside Director as stipulated in Article 2, Item 15 of the Companies Act. These five individuals are also designated as independent officers as stipulated in Article 436-2 of the Securities Listing Regulations of the Tokyo Stock Exchange, and their names have been submitted to said Exchange. Upon approval of the resolutions to nominate each candidate for Director at the 68th Ordinary General Meeting of Shareholders to be held on March 27, 2025, each candidate will continue to be designated as independent officers.

Retirement: Norimasa Kitazawa (President and CEO)

## 2. Candidate for Audit & Supervisory Board Member (as of March 27, 2025)

Name	New Post	Current Post	Reappointment/ New Appointment
Kazuyuki Tajima	Audit & Supervisory Board Member	Managing Officer, Division Manager of SCM Division	New appointment

Retirement: Hiroshi Nishimoto (Audit & Supervisory Board Member)

## 3. Managing Officers (as of March 27, 2025)

Name	New Post	Current Post
Takatoshi Urakari	Managing Officer, Division Manager of SCM Division	Managing Officer, Deputy Division Manager of Business Strategy Division
Minako Hara	Managing Officer, Deputy Division Manager of Business Strategy Division	Senior Manager, Assistant to Deputy Division Manager of Business Strategy Division