



March 10, 2026

Name of company: DOWA HOLDINGS CO., LTD.
 Name of representative: SEKIGUCHI Akira, Representative Director, President and Executive Officer, CEO
 (Securities code: 5714, Prime Market)
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Notice of Personnel Transfer of Executives

DOWA HOLDINGS CO., LTD. hereby announces that at the meeting of the board of directors held today, the personnel transfer of executives was resolved as follows.

1. Personnel transfer of executives as of April 1, 2026

Name	New position	Current position
MATSUMOTO Kazuyuki	Executive officer, Deputy responsible officer for Business Innovation Research Dept. and Intellectual Property Dept.	Director, DOWA ELECTRONICS MATERIALS CO., LTD.
YOSHIDA Hiroshi	Executive officer, Deputy responsible officer for Quality Assurance Dept. and Environment & Safety Dept.	Director, KOSAKA SMELTING & REFINING CO., LTD.
SATO Shigeki	President and representative director, DOWA METALS & MINING CO., LTD.	President and representative director, KOSAKA SMELTING & REFINING CO., LTD.
WAKABAYASHI Eiichi	Adviser, DOWA MANAGEMENT SERVICE CO., LTD.	President and representative director, DOWA MANAGEMENT SERVICE CO., LTD. General manager of General Affairs & Legal Dept. and Secretarial Office
SUGAWARA Yoshiaki	President and representative director, DOWA MANAGEMENT SERVICE CO., LTD. General manager of General Affairs & Legal Dept.	President and representative director, AKITA ZINC CO., LTD.

(Exhibit) Executive structure as of April 1, 2026

Board of Directors

Title	Name
Representative director	SEKIGUCHI Akira
Director	TOBITA Minoru
Director	SUGAWARA Akira
Director	KATAGIRI Atsushi
Director	HOSONO Hiroyuki
Outside director	KOIZUMI Yoshiko
Outside director	SATO Kimio
Outside director	SHIBAYAMA Atsushi
Outside director	YAMAGUCHI Junko

Audit & Supervisory Board Members

Title	Name
Corporate auditor (full-time)	KIMURA Ei
Corporate auditor (full-time)	TSUTSUMI Azusa
Corporate auditor (part-time)	OBA Koichiro
Corporate auditor (part-time)	KOMURO Shingo

Executive officer

Title	Name	Commissioned as
President and executive officer CEO	SEKIGUCHI Akira	
Vice president and executive officer	FUKUDA Kensaku	
Vice president and executive officer CIRO	TOBITA Minoru	Responsible for circular business innovation, Quality Assurance Dept. and Environment & Safety Dept.
Managing executive officer CTO	SUGAWARA Akira	Responsible for Business Innovation Research Dept. and Intellectual Property Dept.
Managing executive officer CHRO	KATAGIRI Atsushi	Responsible for Human Resources Dept. and General Affairs & Legal Dept.
Managing executive officer CFO	HOSONO Hiroyuki	Responsible for Corporate Strategy Dept., Accounting Dept. and Finance Dept.
Executive officer	MATSUMOTO Kazuyuki	Deputy responsible officer for Business Innovation Research Dept. and Intellectual Property Dept.
Executive officer	YOSHIDA Hiroshi	Deputy responsible officer for Quality Assurance Dept. and Environment & Safety Dept.
Executive officer	YANAI Yasuharu	President and representative director, DOWA ECO-SYSTEM CO., LTD.
Executive officer	SATO Shigeki	President and representative director, DOWA METALS & MINING CO., LTD.
Executive officer	SUZUKI Takehiko	President and representative director, DOWA ELECTRONICS MATERIALS CO., LTD.
Executive officer	ONIOH Takashi	President and representative director, DOWA METALTECH CO., LTD.
Executive officer	KAGAWA Koki	President and representative director, DOWA THERMOTECH CO., LTD.
Executive officer	INOMATA Hirotohi	President and representative director, DOWA TECHNOLOGY CO., LTD. Responsible for DX Promotion Dept.
Executive officer	SUGAWARA Yoshiaki	President and representative director, DOWA MANAGEMENT SERVICE CO., LTD. General manager of General Affairs & Legal Dept.