

Company name: IBIDEN CO., LTD.

Representative: Takeshi Aoki, President & CEO, Representative Director

Stock exchange listings: Tokyo and Nagoya Stock Exchange (Code number: 4062)

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IBIDEN Announces Changes in the Positions of President & CEO, Representative Director

IBIDEN Co., Ltd. announces that a meeting of its Board of Directors held on February 1, 2024 informally decided to make the following change in the position of President & CEO, Representative Director.

This change will be formally approved at the 171st General Meeting of Shareholders to be held on June 13, 2024 and the Board of Directors meeting following the General Meeting of Shareholders.

1. The Changes

Name	New Title	Current Title
Takeshi Aoki	Chairman of the Board, Representative Director, Chairman of the Board Meeting	President & CEO, Representative Director, Chairman of the Board Meeting, Administrator of Corporate Business Operation, R&D Operation Officer
Koji Kawashima	President & CEO, Representative Director, Administrator of Corporate Business Operation, R&D Operation Officer	Director & Senior Executive Officer, Electronics Operation Officer, President of Electronics Operation

2. Reason for the Changes

This fiscal year, we have formulated a five-year mid-term management plan, "Moving on to our New Stage 115 Plan" (MNS115 Plan), for the next leap forward. Under this plan, the entire group is working together to achieve sustainable growth by responding to changes in the business environment based on the following Five Pillars of Activities (capabilities to be strengthened) and fundamental activities as a manufacturing company.

[Five Pillars of Activities (capabilities to be strengthened)]

- ① Power to Earn: Make Our Business Operations Even More Competitive
- ② Power to Grow: Commercialize New Products
- ③ Power to Maintain: Promote the Manufacturing Reform
- ④ Power to Change: Reform the Corporate Culture
- ⑤ Power to Sustainability: Proceed with ESG Management

In conjunction with these activities, the change of Representative Director (change of President & CEO) is intended to further strengthen the competitiveness of the mainstay electronics business in preparation for market recovery and the launch of new plants in Ono and Gama under a new structure.

The current president will support the new president to the utmost as Chairman of the Board, Representative Director.

3. Career Summary of the New President & CEO, Representative Director (As of February 1, 2024)

Name:	Koji Kawashima
Date of Birth:	September 15, 1963 (60 years old)
Birthplace:	Gifu Prefecture
Academic Background:	March 1987 Graduated from Keio University, Faculty of Science and Technology
Career Summary:	April 1987 Joined IBIDEN Co., Ltd. June 1992 Seconded to IBIDEN U.S.A. Corp. (Santa Clara) April 2008 Director, Vice President of APKG Operation April 2010 Corporate Officer, President of PKG Operation April 2014 Vice President of Strategic Corporate Planning Operations, Human Resources Division Manager March 2016 Executive Managing Officer April 2017 President of Electronics Operation April 2019 President of PKG Operation April 2020 Senior Executive Officer June 2022 Director & Senior Executive Officer (present) April 2023 President of Electronics Operation (present) April 2024 Administrator of Corporate Business Operation (planned), R&D Operation Officer (planned)
Numbers of the Company’s Shares Owned:	32,300 (Including Numbers of the Company’s Shares Granted on Stock Compensation Plan 13,900)

4. Scheduled Date of Change

June 13, 2024