



December 22, 2020

To Whom It May Concern:

Company Name: MEC COMPANY LTD.  
Representative: CEO & President Kazuo MAEDA  
(Securities Code: 4971)  
Contact: Corporate Communication Office Head  
Yoshihiro SAKAMOTO  
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### **Personnel Transfer of Directors and Executive Officers**

At its Board of Directors meeting held on December 22, 2020, the Company made a tentative decision to transfer Executive Officers on January 1, 2021 and transfer Directors and Executive Officers on March 24, 2021. The details are as follows.

Regarding the transfer of Directors and Executive Officers on March 24, 2021, the Company plans to officially appoint them at the 52nd Ordinary General Meeting of Shareholders scheduled to be held on the same day and the Board of Directors' Meeting to be held after the Ordinary General Meeting.

As of January 1, 2021

#### 1. Personnel Transfer of Executive Officers

##### (1) Executive Officers scheduled to be transferred

Director, Vice President,  
(in charge of) Presidential Special Mission

Makoto NAGAI  
(Currently: Director, Vice President,  
Manager at Business Headquarters)

Executive Operating Officer,  
(in charge of) Special Mission,  
General Manager of Amagasaki Headquarters

Shinji KITAMURA  
(Currently: Executive Operating Officer,  
General Manager of Administrative Headquarters,  
General Manager of Amagasaki Headquarters)

Operating Officer,  
Manager at Business Headquarters,  
General Manager at MEC (HONG KONG) LTD.  
and General Manager at MEC FINE  
CHEMICAL (ZHUHAI) LTD.

Sadamitsu SUMITOMO  
(Currently: Operating Officer,  
General Manager at MEC (HONG KONG) LTD.  
and General Manager at MEC FINE  
CHEMICAL (ZHUHAI) LTD.)

Translation

As of March 24, 2021

2. Personnel Transfer of Directors and Executive Officers

(1) Candidate for New Director

Director, Operating Officer,  
Manager at Business Headquarters,  
General Manager at MEC (HONG KONG) LTD.  
and General Manager at MEC FINE CHEMICAL (ZHUHAI) LTD.

Sadamitsu SUMITOMO

\* For a brief personal history, please refer to Attachment 1.

(2) Scheduled to retire from the post of Director

Director, Vice President,  
(in charge of) Presidential Special Mission

Makoto NAGAI

\* Scheduled to be appointed as advisor after retiring.

(3) Scheduled to retire from the post of Operating Officer

Executive Operating Officer,  
(in charge of) Special Mission,  
General Manager of Amagasaki Headquarters

Shinji KITAMURA

\* Scheduled to be appointed as advisor after retiring.

(Attachment 1)

Candidate for New Director

Brief personal history

Sadamitsu SUMITOMO

Date of birth: July 9, 1964

|           |   |
|-----------|---|
| Oct. 1988 | Joined the Company  |
| Apr. 2000 | Seconded to MEC EUROPE N.V.   |
| Oct. 2003 | Deputy Manager at International Business Center of the Company  |
| Jan. 2006 | Head of Business Group at International Business Center   |
| Apr. 2008 | Seconded to MEC FINE CHEMICAL (ZHUHAI) LTD.<br>Deputy General Manager at same company   |
| Apr. 2012 | General Manager at MEC (HONG KONG) LTD.<br>General Manager at MEC FINE CHEMICAL (ZHUHAI) LTD.                                       |
| Mar. 2019 | Operating Officer at the Company, General Manager at MEC (HONG KONG) LTD. and General<br>Manager at MEC FINE CHEMICAL (ZHUHAI) LTD. |
|           | To the present  |