



Company name: ALCONIX CORPORATION
 Representative: Hiroshi Teshirogi, President, Executive Officer and CEO
 Listing: Tokyo Stock Exchange, Prime Market
 Stock code: 3036
 Contact: Takumi Suzuki, Director & Senior Managing Executive Officer and CSO, Head of Corporate Div.
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Notice of Director and Audit & Supervisory Board Member Candidates

Note: The original announcement in Japanese was released on February 25, 2025.

The Board of Directors of ALCONIX CORPORATION approved a resolution today concerning candidates for election as Directors and Audit & Supervisory Board members as follows. These candidates will be elected at the 44th Ordinary General Meeting of Shareholders to be held on June 18, 2025, and representative directors and their tasks will become official at the Board of Directors meeting following this shareholders meeting.

1. Candidates for Director due to expiration of a term of office (as of June 18, 2025)

Name	New position	Current position
Hiroshi Teshirogi (Reelected)	President, Executive Officer and CEO	Same as on the left
Takumi Suzuki (Reelected)	Senior Executive Officer and CSO, Head of Corporate Division	Same as on the left
Toshiya Imagawa (Reelected)	Managing Executive Officer and CHRO, Corporate Division, in charge of internal controls	Same as on the left
Nobuhiko Takahashi (Reelected)	Managing Executive Officer and CFO, Corporate Division	Executive Officer and CFO, Corporate Division
Yukino Kikuma (Reelected)	(Outside Director) (Note)	Same as on the left
Yukiko Imazu (Reelected)	(Outside Director) (Note)	Same as on the left
Hideki Matsuo (Reelected)	(Outside Director) (Note)	Same as on the left
Shinji Sato (Newly appointed)	(Outside Director) (Note)	-

Note: Ms. Yukino Kikuma, Ms. Yukiko Imazu, Mr. Hideki Matsuo and Mr. Shinji Sato are candidates for Outside Directors.

2. Background of new candidate for Director

Name (Date of birth)	Background and representative position held in other companies	
Shinji Sato (January 17, 1957)	April 1979	Joined Hitachi, Ltd.
	April 2005	Deputy General Manager of Industrial Equipment System Sales Division, Industrial Equipment System Division, Electric Machinery Group, Hitachi, Ltd.
	April 2006	Deputy Branch Manager of Kansai Area Operation (in charge of electric power, electric machinery (industrial and public), transportation and buildings), Hitachi, Ltd.
	December 2008	General Manager of Corporate Sales & Marketing Group, Industrial Distribution Systems, Information & Telecommunication Group, Hitachi, Ltd.
	April 2010	Director, Hitachi, Ltd. Executive Officer and CMO, Information & Telecommunication System Company
	April 2012	Director, Deputy General Manager of Headquarters Corporate Sales & Marketing Group, Hitachi, Ltd.
	April 2015	Vice President and Executive Officer, CSO and CMO, General Manager of Business Strategy Division, Hitachi High-Technologies Corporation (currently Hitachi High-Tech Corporation)
	April 2018	Senior Vice President, CSO and CMO, Hitachi High-Technologies Corporation (currently Hitachi High-Tech Corporation)
	April 2019	Representative Executive Officer, Vice President, Hitachi High-Technologies Corporation (currently Hitachi High-Tech Corporation)
	August 2020	Representative Director, Executive Vice President, Hitachi High-Tech Corporation
	April 2021	CMO of Smart Life Business Management Division, Hitachi, Ltd.

3. Candidate for Substitute Audit & Supervisory Board member (as of June 18, 2025)

Name (Date of birth)	Background and representative position held in other companies	
Kazutoshi Kogure (January 17, 1959)	March 1982	Entered Tohmatsu Aoki & Co. (current Deloitte Touche Tohmatsu LLC)
	April 1985	Registered as a Certified Public Accountant
	June 1996	Engagement Partner, Deloitte Touche Tohmatsu (current Deloitte Touche Tohmatsu LLC)
	July 2013	Executive Board Member, The Japanese Institute of Certified Public Accountants (JICPA)
	July 2019	Deputy President, JICPA
	July 2022	Senior Advisors, JICPA (to present)
	October 2022	Kazutoshi Kogure Certified Public Accountant Office (to present)
	December 2023	Audit Committee Member, Sumida Ward, Tokyo (to present)
	June 2024	Outside Auditor, KDDI CORPORATION (to present)
	June 2024	Auditor, Mitsubishi UFJ Foundation (to present)

Notes: 1. Mr. Kazutoshi Kogure is a substitute Audit & Supervisory Board member in preparation for an insufficient number of Audit & Supervisory Board members as prescribed by laws and regulations.
2. This proposal has received the consent of the Audit & Supervisory Board.

4. Retiring Director

Name	Current position
Masao Hisada	(Outside Director)

Reference

Skill Matrix for Directors and Audit & Supervisory Board Members (Planned on or after June 18, 2025)

		Inside Directors			
Name		Hiroshi Teshirogi	Takumi Suzuki	Toshiya Imagawa	Nobuhiko Takahashi
Positions, roles, background, qualifications, etc.		- President, Executive Officer and CEO	- Director, Senior Managing Executive Officer and CSO - Chairman of Sustainability Committee	- Director, Managing Executive Officer and CHRO - Chairman of Internal Control Committee	- Director, Managing Executive Officer and CFO - Chairman of Risk Management Committee
Term of office		11 years	6 years	4 years	4 years
Gender		Male	Male	Male	Male
Main expertise	Global corporate management	○	○	○	○
	Sales/Marketing	○	○	○	
	Business investments/M&A	○	○		○
	Finance/Accounting		○		○
	Internal controls/Legal affairs/Compliance			○	○
	Human resource strategies	○		○	
	Manufacturing (quality and safety management)			○	
	Sustainability	○	○		
	DX				○

		Outside Directors			
Name		Yukino Kikuma	Yukiko Imazu	Hideki Matsuo	Shinji Sato
Positions, roles, background, qualifications, etc.		- Attorney - Outside Director of KOSÉ Corporation, KITZ Corporation and Money Forward, Inc.	- Attorney - Outside Director of dip Corporation - Outside Audit and Supervisory Board Member of Daiichi Sankyo Company, Limited	- Former Representative Director, Executive Vice President and CTO of Mitsui Chemicals, Inc. - External Director of RYODEN Corporation - Outside Audit & Supervisory Board Member of Toyo Engineering Corporation	- Former Representative Director and Executive Vice President of Hitachi High-Technologies Corporation
Term of office		5 years	3 years	1 year	-
Gender		Female	Female	Male	Male
Main expertise	Global corporate management			○	○
	Sales/Marketing		○		○
	Business investments/M&A	○		○	○
	Finance/Accounting				
	Internal controls/Legal affairs/Compliance	○	○		
	Human resource strategies	○	○		
	Manufacturing (quality and safety management)			○	
	Sustainability	○	○		
	DX			○	○

		Full-time Audit & Supervisory Board Member	Outside Audit & Supervisory Board Members	
Name		Junichi Kitagaki	Shigeo Ogi	Ryoko Takeda
Positions, roles, background, qualifications, etc.		- Former Managing Director in charge of Information System Department of ALCONIX	- Certified public accountant - Outside Director of Shibaura Machine Co., Ltd.	- Attorney - Member of the Committee of Bar Examiners - Outside Director of Japan Airport Terminal Co., Ltd.
Term of office		2 years	5 years	5 years
Gender		Male	Male	Female
Main expertise	Global corporate management			
	Sales/Marketing	○		
	Business investments/M&A		○	
	Finance/Accounting	○	○	
	Internal controls/Legal affairs/Compliance	○	○	○
	Human resource strategies			○
	Manufacturing (quality and safety management)			○
	Sustainability		○	○
	DX	○		

Notes: 1. Circles indicate skills that are applicable to the candidates.

2. The term of office is as of the Ordinary General Meeting of Shareholders to be held on June 18, 2025.

Reasons for selections of skills in the matrix

Main expertise	Reasons
Global corporate management	ALCONIX has global operations as a trading company and is a comprehensive solution provider for non-ferrous metals that has unique business operations by combining trading and manufacturing capabilities. Global corporate management experience and knowledge are needed for constant progress with management strategies for increasing corporate value.
Sales/Marketing	ALCONIX has sales operations as a trading company and has the strategic goals of adding new businesses in fields associated with current business categories and creating synergies among group companies. Sales/marketing experience and knowledge are needed for these activities.
Business investments/M&A	Experience and knowledge in this field are needed because M&A has been an important part of business operations for many years and business investments and M&A remain a key element of the strategy for growth. In addition, experience and knowledge are needed for effectively explaining the growth strategy to investors.
Finance/Accounting	The consistent growth of corporate value requires measures for medium/long-term earnings growth and increasing distributions to shareholders while maintaining the proper balance between investments for growth and financial soundness. Experience and knowledge of finance/accounting are needed for making suitable decisions regarding these activities.
Internal controls/Legal affairs/Compliance	ALCONIX is a comprehensive solution provider for non-ferrous metals that has unique business operations by combining trading and manufacturing capabilities. Experience and knowledge in this field are needed for measures involving a broad range of risk factors, including legal and compliance risk, and internal controls for reinforcing governance of the ALCONIX Group.
Human resource strategies	Measures for building an even more powerful workforce are a priority because people are vital for the creation of corporate value. Experience and knowledge in this field are needed for progress with human resource strategies based on the values of the ALCONIX Group.
Manufacturing (quality and safety management)	Manufacturing is the main source of growth for ALCONIX. Experience and knowledge involving manufacturing are needed for improving quality, ensuring safety, increasing profitability and achieving the consistent growth of manufacturing operations.
Sustainability	Sustainability is one of important management issues at ALCONIX. Experience and knowledge in this field are needed as ALCONIX has taken actions to play a role in creating a sustainable society through a circular economy.
DX	Experience and knowledge in this field are needed because ALCONIX aims to reform its business foundation by using new digital technologies for its business operations.