

March 5, 2021
Kobe Steel, Ltd.

Announcement on changes in directors

Kobe Steel, Ltd. announces that at its Board of Directors meeting held today, it has decided on candidates for directors to be discussed at the 168th Ordinary General Meeting of Shareholders scheduled for late June 2021 and on representative directors to be selected at the Board of Directors meeting held after the shareholders meeting.

Directors after the Ordinary General Meeting of Shareholders (to be held in late June 2021)

Director candidates

(Excluding directors who are Audit & Supervisory Committee Members)

Position	Name	Areas of Responsibility
President, CEO and Representative Director	Mitsugu Yamaguchi	
Executive Vice President and Representative Director	Fusaki Koshiishi	<ul style="list-style-type: none">• Oversees the Environment and Safety Department and the Quality Management Department.• Oversees companywide health and safety.• Oversees companywide environmental protection and disaster prevention.• Oversees companywide quality.
Executive Vice President and Representative Director	Koichiro Shibata	<ul style="list-style-type: none">• Oversees the Business Development Department, the Intellectual Property Department, and the IT Planning Department.• Oversees companywide technical development.• Oversees companywide information systems.
Director, Executive Officer	Yoshihiko Katsukawa	<ul style="list-style-type: none">• Oversees the Corporate Planning Department, the Finance and Accounting Department, and overseas locations (under the Head Office).

Director, Executive Officer	Hajime Nagara	<ul style="list-style-type: none"> Oversees the Internal Control and Audit Department, the Legal Department, the General Administration and CSR Department, the Human Resources Department, the Civil Engineering & Construction Technology Department, the Machinery & Materials Procurement Department, the Rugby Administration Office, domestic branch offices and sales offices, and Takasago Works (departments under its direct supervision). Oversees companywide compliance.
Independent Director	Takao Kitabata	
Independent Director	Hiroyuki Bamba	
Independent Director	Yumiko Ito	

Reference: directors who are Audit & Supervisory Committee Members after the Ordinary General Meeting of Shareholders (to be held in late June 2021)

Position	Name
Director, Audit & Supervisory Committee Member	Hiroshi Ishikawa
Director, Audit & Supervisory Committee Member	Yasushi Tsushima
Independent Director, Audit & Supervisory Committee Member	Yoshiiku Miyata
Independent Director, Audit & Supervisory Committee Member	Masaaki Kono
Independent Director, Audit & Supervisory Committee Member	Kunio Miura

Substitute director candidate who are Audit & Supervisory Committee Members

Current position	Name
Representative Lawyer of Shioji Law Office	Hiroumi Shioji