

(Stock Exchange Code 4095)
June 10, 2026
(Start date for electronic provision of documents: June 4, 2026)

To Shareholders with Voting Rights:

Kazuichi Satomi
Representative Director and
Chairman
Nihon Parkerizing Co., Ltd.
16-8 Nihonbashi 2-Chome, Chuo-ku, Tokyo
103-0027

**NOTICE OF CONVOCATION OF
THE 141st ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We are pleased to notify you that we will convene the 141st Annual General Meeting of Shareholders of Nihon Parkerizing Co., Ltd. (the "Company") for the purposes described below.

We have provided the convocation of this General Meeting of Shareholders in electronic forms and have posted it on our website below as "Notice of Convocation of the 141st Annual General Meeting of Shareholders."

The Company's website: <https://www.parker.co.jp/ja/ir/meeting.html> (available in Japanese only)

In addition to the above website, we have posted the same on the Tokyo Stock Exchange website.
Tokyo Stock Exchange website (TSE Listed Company Search):
<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

Please access the website above (TSE Listed Company Search), enter and search for the Company name (Nihon Parkerizing) or Stock Exchange Code (4095), then select "Basic information" and "Documents for public inspection/PR information" in order to view the information.

If you cannot attend the meeting, you may exercise your voting rights in writing by mailing the "Voting Rights Exercise Form" or via the Internet. Please review the Reference Documents for the General Meeting of Shareholders described above and exercise your voting rights no later than 17:15 Japan time on June 25, 2026.

- 1 Date and Time:** Friday, June 26, 2026, at 10:00 Japan time (Reception opens at 9:00.)
- 2 Place:** Hall on the 2nd floor of the Onward Park Building is located at 3-10-5 Nihonbashi, Chuo-ku, Tokyo, Japan
- 3 Agenda:**
 - To be reported:**
 1. The Business Report, Consolidated Financial Statements for the Company's 141st Fiscal Year (April 1, 2025 - March 31, 2026), and results of audits by the Accounting Auditor and the Audit and Supervisory Committee of the Consolidated Financial Statements
 2. Non-consolidated Financial Statements for the Company's 141st Fiscal Year (April 1, 2025 - March 31, 2026)

To be resolved:

- Proposal No. 1:** Distribution of Surplus
- Proposal No. 2:** Partial Amendments to the Articles of Incorporation
- Proposal No. 3:** Election of 8 Directors (Excluding Directors Who Serve as Audit and Supervisory Committee Members)
- Proposal No. 4:** Election of 1 Director Who Serves as Audit and Supervisory Committee Member
- Proposal No. 5:** Election of 1 Substitute Director Who Serves as Audit and Supervisory Committee Member

- * Please submit the enclosed Voting Rights Exercise Form at the reception desk when attending the meeting.
- * The documents sent to shareholders also serve as the documents containing the matters to be provided electronically based on the request for delivery of documents. Moreover, in accordance with provisions of laws and regulations as well as Article 16 of the Company's Articles of Incorporation, the following matters are excluded. Accordingly, said documents are part of those audited by the Audit and Supervisory Committee and the Accounting Auditor.
Notes to Consolidated Financial Statements and Notes to Non-consolidated Financial Statements
- * If there are any revisions in the provisions on the website, they will be posted on each website listed above.

Reference Documents for the General Meeting of Shareholders

Proposals and References

Proposal No. 1: Distribution of Surplus

The Company deems returning profits to shareholders as an essential management issue. It determines the distribution of earnings by comprehensively considering performance trends, payout ratios, and the level of internal reserves necessary for future business development. In addition, as a member of society, the Company will use retained earnings for future business investments based on sustainability-oriented management to increase its corporate value.

Concerning dividends, we will strive to meet the expectations of our shareholders by continuing to pay stable dividends while considering future business development and profit levels, as well as the total payout ratio, with a target consolidated dividend payout ratio of 30%.

Since both investment funds for growth and the security of the financial base have been ensured to a certain extent, the Company will pay dividends exceeding its dividend policy for the foreseeable future.

We propose to pay a year-end dividend for the fiscal year under review of 25 yen per share, as described below. As a result, the annual dividend, including the interim dividend, will be 50 yen per share.

Items concerning year-end dividend

- (1) Type of dividend property
Cash
- (2) Items concerning the allocation of dividend property to shareholders and the total amount thereof
25 yen per share of common stock in the Company
Total amount: 2,786,080,025 yen
- (3) Effective date of appropriation of surplus
June 29, 2026

Proposal No. 2: Partial Amendments to the Articles of Incorporation

1. Reasons for the amendments

In light of the Company’s current state of business, we propose to make additions to the business purpose set forth in Article 2 of the current Articles of Incorporation, to clarify our business activities and accommodate business diversification.

2. Details of the amendments

The details of the amendments are as follows.

(Amended parts are underlined.)

Current Articles of Incorporation	Proposed changes
<p>(Purpose) Article 2. The purpose of the Company shall be to engage in the following businesses. (1) Manufacture, sale, import and export of the following goods ① to ④ [Omitted] [Newly established] ⑤ Medical equipment ⑥ Various machines, appliances and equipment related to each of the preceding items ⑦ Products related to or supplementary to each of the preceding items (2) to (8) [Omitted] [Newly established] (9) Any and all businesses related to or supplementary to the preceding items</p>	<p>(Purpose) Article 2. The purpose of the Company shall be to engage in the following businesses. (1) Manufacture, sale, import and export of the following goods ① to ④ [Unchanged] ⑤ <u>Poisonous and deleterious substances</u> ⑥ Medical equipment ⑦ Various machines, appliances and equipment related to each of the preceding items ⑧ Products related to or supplementary to each of the preceding items (2) to (8) [Unchanged] (9) <u>Licensing, management, and transfer of intellectual property rights related to the preceding items</u> (10) Any and all businesses related to or supplementary to the preceding items</p>

Proposal No. 3: Election of 8 Directors (Excluding Directors Who Serve as Audit and Supervisory Committee Members)

The terms of office of all 7 Directors (excluding Directors who serve as Audit and Supervisory Committee Members) will expire at the conclusion of this year's Annual General Meeting of Shareholders. Accordingly, in order to strengthen the management structure, we propose the appointment of 1 additional Director and the election of 8 Directors (excluding Directors who serve as Audit and Supervisory Committee Members) in total.

The Board of Directors has proposed the candidates below after receiving deliberation by the voluntary Nomination and Remuneration Committee.

The candidates for Directors (excluding Directors who serve as Audit and Supervisory Committee Members) are as follows.

No.	Name	Position in the Company and areas of responsibility	Attendance at the Board of Directors meetings		
1	Reappointment Kazuichi Satomi	Representative Director and Chairman Chief Executive Officer	100% (12/12)		
2	Reappointment Masayuki Aoyama	Representative Director, President, and Executive Officer Chief Operating Officer	100% (12/12)		
3	Reappointment Hiroyasu Tamura	Representative Director, Vice President, and Executive Officer	100% (12/12)		
4	Reappointment Fumikazu Ozaki	Director and Senior Managing Executive Officer	100% (10/10) After appointment in June 2025		
5	New appointment Nobuhiko Satomi	Executive Officer	-		
6	Reappointment Shimako Emori	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>Outside</td></tr><tr><td>Independent</td></tr></table> Outside Director (Independent officer)	Outside	Independent	100% (12/12)
Outside					
Independent					
7	Reappointment Tatsuya Mori	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>Outside</td></tr><tr><td>Independent</td></tr></table> Outside Director (Independent officer)	Outside	Independent	100% (12/12)
Outside					
Independent					
8	New appointment Yuko Maeda	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td>Outside</td></tr><tr><td>Independent</td></tr></table> -	Outside	Independent	-
Outside					
Independent					

(Notes) 1. There are no particular conflicts of interest between the candidates and the Company.

2. Ms. Shimako Emori, Mr. Tatsuya Mori, and Ms. Yuko Maeda are candidates for Outside Directors. The Company has designated Ms. Shimako Emori and Mr. Tatsuya Mori as independent officers as stipulated under Tokyo Stock Exchange, Inc. regulations and registered them at the exchange. If their elections are approved, the Company intends to continue their designation as independent officers. If the election of Ms. Yuko Maeda is approved, the Company intends to designate her as a new independent officer, as stipulated under Tokyo Stock Exchange, Inc. regulations and register her at the exchange.
3. Ms. Shimako Emori and Mr. Tatsuya Mori currently serve as the Company's Outside Directors. They will have held the position for seven years after this year's Annual General Meeting of Shareholders.
4. According to Article 427, Paragraph 1 of the Companies Act and the provisions of the Articles of Incorporation of the Company, the Company has entered into limited liability agreements with Ms. Shimako Emori and Mr. Tatsuya Mori to limit their liability for damages prescribed under Article 423, Paragraph 1 of the Companies Act. If their election is approved, the Company intends to continue the said agreements with them. Additionally, if the election of Ms. Yuko Maeda is approved, the Company intends to enter into a similar limited liability agreement with her.

5. The Company has entered into a directors and officers liability insurance contract, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company to insure all Directors of the Company. The insurance contract covers damages that the insured Directors may incur due to assuming liability for the execution of their duties or receiving claims related to pursuing such liability. If each candidate is appointed, they will be included as the insured. In addition, the Company plans to renew the said insurance contract with the same contents at the time of the next renewal.

No.	Name (Date of birth)	Experience, position in the Company, areas of responsibility and significant concurrent positions		Number of shares of the Company held
1	Kazuichi Satomi (December 8, 1947) <u>Reappointment</u>	April 1985	Joined the Company	572,956
		July 1987	Director of the Company	
		January 2000	Managing Director of the Company	
		June 2003	Senior Managing Director of the Company	
		June 2005	Representative Director and Vice President of the Company	
		April 2011	Representative Director and President of the Company	
		June 2017	Representative Director and Chairman of the Company	
		June 2022	Chairman and President of the Company	
		June 2024	Representative Director and Chairman of the Company (to present)	
Attendance at the Board of Directors meetings		100% (12/12)		
[Reason for nomination as candidate for Director] Mr. Kazuichi Satomi has led the Company's overall management for many years since taking office as Director in 1987. We have deemed that he is an appropriate person to continue supervising the execution of business and enhance the corporate value of the Company based on these experiences and achievements. Therefore, we nominate him as a candidate for Director.				
2	Masayuki Aoyama (August 6, 1963) <u>Reappointment</u>	April 1986	Joined the Company	10,322
		April 2009	Manager, Marketing Dept. of the Company	
		June 2011	General Manager, International Planning Dept., International Div. of the Company	
		April 2018	General Manager, International Management Dept., Corporate Planning Div. of the Company	
		June 2019	Executive Officer and General Manager of Group Management Div. of the Company	
		June 2022	Executive Officer and General Manager of Group Management Div. and Administration Div. of the Company	
		June 2024	Representative Director, President, and Executive Officer of the Company (to present)	
Attendance at the Board of Directors meetings		100% (12/12)		
[Reason for nomination as candidate for Director] Mr. Masayuki Aoyama has extensive specialized knowledge and deep insight about international and global matters and is leading overall management. We have deemed that he is an appropriate person to continue taking control of the Company's management based on these experiences and achievements. Therefore, we nominate him as a candidate for Director.				
3	Hiroyasu Tamura (June 5, 1960) <u>Reappointment</u>	April 1983	Joined the Company	26,900
		December 2009	General Manager of Accounting Dept. of the Company	
		June 2015	Director and General Manager of Administration Div. of the Company	
		June 2019	Director, Executive Officer, and General Manager of Administration Div. of the Company	
		June 2022	Director and Managing Executive Officer of the Company	
		June 2023	Representative Director and Managing Executive Officer of the Company	
		June 2024	Representative Director, Vice President, and Executive Officer of the Company (to present)	
Attendance at the Board of Directors meetings		100% (12/12)		
[Reason for nomination as candidate for Director] Mr. Hiroyasu Tamura has a wealth of business experience in finance and accounting and oversees the Corporate Department. We have deemed that he is an appropriate person to continue taking control of the Company's management based on these experiences and achievements. Therefore, we nominate him as a candidate for Director.				

No.	Name (Date of birth)	Experience, position in the Company, areas of responsibility and significant concurrent positions	Number of shares of the Company held
4	Fumikazu Ozaki (March 3, 1955) <u>Reappointment</u>	February 1980 Joined Parker Processing Co. (Currently, Parker Processing Co., Ltd.)	4,340
		June 2009 Director of Parker Processing Co., Ltd.	
		June 2019 President of Parker Processing Co., Ltd. (to present)	
		June 2025 Director and Senior Managing Executive Officer of the Company (to present)	
		(Significant concurrent positions) President of Parker Processing Co., Ltd.	
		Attendance at the Board of Directors meetings	100% (10/10)
		[Reason for nomination as candidate for Director] Mr. Fumikazu Ozaki has experience in corporate management as well as a wealth of business experience and achievements in commercial processing as President of a Group company. We have deemed that he is an appropriate person to take control of the Company's management based on these experiences and achievements. Therefore, we nominate him as a candidate for Director.	
5	Nobuhiko Satomi (May 29, 1978) <u>New appointment</u>	December 2008 Joined the Company	20,228
		October 2010 THAI PARKERIZING CO., LTD.	
		April 2013 HAMAMATSU NETSUSHORI CO., LTD.	
		April 2014 PARKER NETSUSHORI KOGYO CO., LTD.	
		October 2018 Vice President of PARKER TRUTEK, INC.	
		December 2022 President of PARKER TRUTEK, INC.	
		June 2024 Executive Officer and General Manager of Corporate Planning Dept. of the Company	
		April 2026 Executive Officer of the Company (to present)	
		Advisor of PARKER NETSUSHORI KOGYO CO., LTD. (to present)	
		Attendance at the Board of Directors meetings	-
		[Reason for nomination as candidate for Director] Mr. Nobuhiko Satomi has a wealth of business experience and achievements as President of our overseas group company and General Manager of Corporate Planning Department of the Company. We have deemed that he is an appropriate person to take control of the Company's management based on these experiences and achievements. Therefore, we nominate him as a new candidate for Director.	
6	Shimako Emori (October 28, 1965) <u>Reappointment</u> <u>Outside</u> <u>Independent</u>	October 2002 Registered as Attorney-at-law	0
		September 2004 Registered as Patent Attorney	
		March 2009 Established Ocean Law Offices (to present)	
		April 2009 Associate Professor of Komazawa University Law School	
		April 2017 Professor of Komazawa University Law School	
		June 2019 Outside Director of the Company (to present)	
		Attendance at the Board of Directors meetings	100% (12/12)
		[Reason for nomination as candidate for Outside Director and a summary of expected roles] Ms. Shimako Emori has expertise and a wealth of experience as an attorney-at-law. We expect her to continue to provide appropriate advice for strengthening the supervisory functions of the Board of Directors and compliance structure. Therefore, we nominate her as a candidate for Outside Director.	
7	Tatsuya Mori (March 25, 1968) <u>Reappointment</u> <u>Outside</u> <u>Independent</u>	December 2002 Joined Aozora Bank, Ltd.	0
		July 2006 Joined Japan Asia Investment Company, Limited	
		May 2010 Joined New Horizon Capital Co., Ltd.	
		November 2012 Established Office-Prifiss (to present)	
		June 2019 Outside Director of the Company (to present)	
		Attendance at the Board of Directors meetings	100% (12/12)
		[Reason for nomination as candidate for Outside Director and a summary of expected roles] Mr. Tatsuya Mori has a wealth of experience and extensive knowledge in corporate management gained through his involvement in managing several business corporations as a management consultant. We expect him to continue to provide appropriate advice for strengthening the supervisory functions of the Board of Directors and corporate governance structure. Therefore, we nominate him as a candidate for Outside Director.	

No.	Name (Date of birth)	Experience, position in the Company, areas of responsibility and significant concurrent positions	Number of shares of the Company held
8	Yuko Maeda (July 26, 1960) <u>New appointment</u> <u>Outside</u> <u>Independent</u>	April 1984 Joined Bridgestone Corporation September 2003 Director of Technology Transfer Center and Intellectual Property Manager of Intellectual Property Right Department of Tokyo Medical and Dental University May 2013 Executive Officer of Bridgestone Corporation January 2017 Board Member of Cellbank Corp. (to present) March 2019 Outside Audit & Supervisory Board Member, Chugai Pharmaceutical Co., Ltd. June 2020 External Director, KOSÉ Corporation October 2020 Executive Vice President of Kyushu University June 2021 Outside Director of Asahi Kasei Corporation (to present) March 2025 External Director of MODEC, INC. (to present) (Significant concurrent positions) Board Member of Cellbank Corp. Outside Director of Asahi Kasei Corporation External Director of MODEC, INC.	0
	Attendance at the Board of Directors meetings	-	
[Reason for nomination as candidate for Outside Director and a summary of expected roles] Ms. Yuko Maeda has extensive knowledge in management and a wealth of experience accumulated while serving at a major manufacturer, research institutions, and other organizations. We have deemed that she is able to provide appropriate advice for strengthening the supervisory functions of the Board of Directors as well as the Company's management as a whole, especially from a technological perspective. Therefore, we nominate her as a new candidate for Outside Director.			

Proposal No. 4: Election of 1 Director Who Serves as Audit and Supervisory Committee Member

The terms of office of Mr. Shigetaka Hazeyama and Mr. Hayato Hosogane, Directors who serve as Audit and Supervisory Committee Members, will expire at the conclusion of this year's Annual General Meeting of Shareholders. Accordingly, the election of 1 Director who serves as Audit and Supervisory Committee Member is required.

The Board of Directors has proposed the candidate after receiving deliberation by the voluntary Nomination and Remuneration Committee.

The Audit and Supervisory Committee has approved this proposal.

The candidate for Director who serves as Audit and Supervisory Committee Member is as follows.

Name (Date of birth)	Experience, position, areas of responsibility and significant concurrent positions	Number of shares of the Company held
Shigetaka Hazeyama (February 4, 1974) Reappointment Outside Independent	October 1997 Joined Chuo Audit Corporation April 2001 Registered as Certified Public Accountant February 2002 Joined Starbucks Coffee Japan Ltd. January 2007 Established Hazeyama Certified Public Accountant Office (to present) August 2017 Registered as Certified Tax Accountant June 2022 Outside Director (Audit and Supervisory Committee Member) of the Company (to present)	0
Attendance at the Board of Directors meetings		100% (12/12)
Attendance at the Audit and Supervisory Committee meetings		100% (24/24)
[Reason for nomination as candidate for Outside Director who serves as Audit and Supervisory Committee Member and a summary of expected roles] Mr. Shigetaka Hazeyama has extensive expertise and experience in finance and accounting as a certified public accountant, and we expect him to continue to appropriately execute his duty as an Audit and Supervisory Committee Member from an independent standpoint. Therefore, we nominate him as a candidate for Outside Director who serves as Audit and Supervisory Committee Member.		

- (Notes)
- There are no particular conflicts of interest between the candidates and the Company.
 - Mr. Shigetaka Hazeyama is a candidate for Outside Director who serves as Audit and Supervisory Committee Member. The Company has designated him as an independent officer as stipulated under Tokyo Stock Exchange, Inc. regulations and registered him at the exchange. If his election is approved, the Company intends to continue his designation as an independent officer.
 - Mr. Shigetaka Hazeyama serves as an Outside Director who serves as Audit and Supervisory Committee Member of the Company. He will have held the position for four years after this year's Annual General Meeting of Shareholders.
 - According to Article 427, Paragraph 1 of the Companies Act and the provisions of the Articles of Incorporation of the Company, the Company has entered into a limited liability agreement with Mr. Shigetaka Hazeyama to limit his liability for damages prescribed under Article 423, Paragraph 1 of the Companies Act. If his election is approved, the Company intends to continue the said agreement with him.
 - The Company has entered into a directors and officers liability insurance contract, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company to insure all Directors of the Company. The insurance contract covers damages that the insured Directors may incur due to assuming liability for the execution of their duties or receiving claims related to pursuing such liability. If the candidate is reappointed, he will be included as the insured. In addition, the Company plans to renew the said insurance contract with the same contents at the time of the next renewal.

Proposal No. 5: Election of 1 Substitute Director Who Serves as Audit and Supervisory Committee Member

To prepare for situations in which the number of Directors who serve as Audit and Supervisory Committee Members falls below the number required by laws and regulations, we propose the election of 1 Substitute Director who serves as Audit and Supervisory Committee Member.

The Audit and Supervisory Committee has approved this proposal.

The candidate for Substitute Director who serves as Audit and Supervisory Committee Member is as follows.

Name (Date of birth)	Experience, position, areas of responsibility and significant concurrent positions		Number of shares of the Company held
Hiroyuki Matsuzawa (July 9, 1964)	April 1987 June 2020	Joined the Company Executive Officer and General Manager of Corporate Planning Div. of the Company Auditor, of PARKER NETSUSHORI KOGYO CO., LTD. (to present)	5,600
<p>[Reason for nomination as candidate for Substitute Director who serves as Audit and Supervisory Committee Member] Mr. Hiroyuki Matsuzawa has extensive expertise as General Manager of Corporate Planning Division of the Company and Auditor of a group company. We have deemed that he is able to appropriately execute his duty as an Audit and Supervisory Committee Member, based on these experiences and achievements. Therefore, we nominate him as a candidate for Substitute Director who serves as Audit and Supervisory Committee Member.</p>			

- (Notes)
1. There are no particular conflicts of interest between the candidate and the Company.
 2. The Company has entered into a directors and officers liability insurance contract, as stipulated in Article 430-3, Paragraph 1 of the Companies Act, with an insurance company to insure all Directors of the Company. The insurance contract covers damages that the insured Directors may incur due to assuming liability for the execution of their duties or receiving claims related to pursuing such liability. If Mr. Hiroyuki Matsuzawa is appointed as Director who serves as Audit and Supervisory Committee Member, he will be included as the insured. In addition, the Company plans to renew the said insurance contract with the same contents at the time of the next renewal.

<Reference> Configuration of the Board of Directors and Skills Matrix after this year's Annual General Meeting of Shareholders

If Proposals No. 3 and No. 4 are approved as initially proposed, the configuration of the Board of Directors and the expertise and experience of each person will be as follows.

Name	Corporate Management	Sales / Marketing	Development / Technology	International / Global	Finance / Accounting	Legal Affairs / Compliance
Kazuichi Satomi	○		○	○		
Masayuki Aoyama	○		○	○		
Hiroyasu Tamura	○				○	
Fumikazu Ozaki	○	○				
Nobuhiko Satomi	○		○	○		
Shimako Emori	○					○
Tatsuya Mori	○				○	
Yuko Maeda	○		○			
Shigetaka Hazeyama				○	○	
Masaharu Kubota						○
Koji Chika	○	○				