

May 13, 2019

To whom it may concern

Company name: Nihon Parkerizing Co., Ltd.
Representative: Kentaro Sato, President
(Code: 4095, Tokyo Stock Exchange, First Section)
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Notice concerning the introduction of an executive officer system and appointment of company directors

We hereby inform you that Nihon Parkerizing Co., Ltd. ("NP") resolved at the meeting of the Board of Directors on May 13, 2019 to introduce an executive officer system and also to appoint the directors listed below. The appointment of directors is expected to be confirmed at the General Meeting of Shareholders for the 134th term to be held on June 27, 2019 and the appointment of executive officers is expected to be confirmed at the meeting of the Board of Directors to be held following the same General Meeting of Shareholders.

Details

1. Introduction of an executive officer system

(1) Purpose

The executive officer system will be introduced in order to ensure that our company can respond appropriately to the changes in the management environment by separating the management decision making, supervisory functions and administration of business matters. This will ensure swift decision making and improved management efficiency, as well as clarify the responsibility for administration of business matters.

(2) Outline of the system

- a) Appointment and dismissal of executive officers will be made by a resolution of the Board of Directors.
- b) The duties of an executive officer will be decided by the Board of Directors.
- c) The term of an executive officer will be until the conclusion of the meeting of the Board of Directors held immediately after the final General Meeting of Shareholders in the fiscal year ending within one year from the appointment of the officer.
- d) A Director may concurrently serve as an executive officer.

(3) Date of introduction: June 27, 2019

2. Directors (as of end of June, 2019)

(1) Candidates for Director (excluding directors who are on the Audit and Supervisory Committee)

Name	New title	Current title
Kazuichi Satomi	Chairman and CEO	Chairman and CEO
Kentaro Sato	President and COO	President and COO
Hayato Hosogane	Director	Director
Hiroyasu Tamura	Director	Director
Masayuki Yoshida	Director	Director
Shimako Emori	Outside Director	(new appointment)
Tatsuya Mori	Outside Director	(new appointment)

(2) Candidates for Director who are Audit and Supervisory Committee Members

Name	New Title	Current Title
Mitsuru Matsumoto	Outside Director (Audit and Supervisory Committee Member)	Outside Director (Audit and Supervisory Committee Member)
Masaharu Kubota	Outside Director (Audit and Supervisory Committee Member)	(new appointment)
Koji Chika	Outside Director (Audit and Supervisory Committee Member)	(new appointment)

(3) Retiring Directors

Name	New Title	Current Title
Tatsuya Araki	Special Executive Officer, President of Thai Parkerizing Co., Ltd.	Managing Director, President of Thai Parkerizing Co., Ltd.
Masataka Watanabe	Executive Officer General Manager of Global Commercial Processing Strategy Office President of Parker Netsushori Kogyo Co., Ltd.	Managing Director Global Commercial Processing Strategy Project Leader
Yasuo Satomi	Special Executive Officer President of Parker Engineering Co., Ltd.	Director, President of Parker Engineering Co., Ltd.

Hirotooshi Kan	—	Director (Audit and Supervisory Committee Member)
Yoshikazu Takeda	—	Outside Director (Audit and Supervisory Committee Member)
Koji Nishimura	—	Outside Director (Audit and Supervisory Committee Member)

(4) Candidates for Executive Officer

Name	New Title	Current Title
Kentaro Sato	President and COO	President and COO
Hayato Hosogane	Director, Executive Officer, General Manager of Corporate Planning Division	Director, General Manager of Corporate Planning Division
Hiroyasu Tamura	Director, Executive Officer, General Manager of Administration Division	Director, General Manager of Administration Division
Masayuki Yoshida	Director Executive Officer General Manager of Technical Division and Central Research Laboratories	Director General Manger of Technical Division and Central Research Laboratories
Masataka Watanabe	Executive Officer General Manager of Global Commercial Processing Strategy Office President, Parker Netsushori Kogyo Co., Ltd.	Managing Director Global Commercial Processing Strategy Project Leader
Yasumasa Fukuta	Executive Officer, General Manager of Chemicals Division	General Manager of Chemicals Division
Tsuneo Ozawa	Executive Officer General Manager of Commercial Processing Division	General Manager of Commercial Processing Division
Masayuki Aoyama	Executive Officer, General Manager of Group Management Division	General Manager of International Management Department in the Corporate Planning Division
Yoichi Watanabe	Executive Officer, Deputy General Manager of the Central Research Laboratories	Deputy General Manager of the Central Research Laboratories Director of Parker Netsushori Kogyo CO., Ltd.

Note: The Group Management Division will be established as of July 1, 2019.

Name	New Title	Current Title
Tatsuya Araki	Special Executive Officer President of Thai Parkerizing Co., Ltd.	Managing Director President of Thai Parkerizing Co., Ltd. Director
Yasuo Satomi	Special Executive Officer President of Parker Engineering Co., Ltd.	Director President of Parker Engineering Co., Ltd.

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