



March 22, 2021

To whom it may concern

Company name: Nihon Parkerizing Co., Ltd  
Representative: Mitsuru Matsumoto, President  
(Code: 4095 Tokyo Stock Exchange, First Section)  
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### **Notice of Establishment of an Employees' Retirement Benefits Trust**

Nihon Parkerizing hereby announces that it has resolved at a meeting of the Board of Directors held on March 22, 2021, to establish a retirement benefits trust for its employees by contributing a portion of the listed shares held by the company in order to improve pension financing. The details are as follows:

#### Details

1. Date of establishment of the Employees' Retirement Benefits Trust: March 31, 2021
2. Contribution to the Employees' Retirement Benefits Trust: 4,000 million yen
3. Effect on financial results:

The company is currently examining the effects of the establishment of the Employees' Retirement Benefits Trust and other factors on the business results for the financial year ending March 2021, and will promptly make an announcement if it is determined necessary to revise the forecasts for business results for this period.

End