

March 29, 2024

To whom it may concern

Company: Nihon Parkerizing Co., Ltd
Representative: Kazuichi Satomi, Chairman President & CEO
Code: 4095, Tokyo Stock Exchange, Prime Market)
Enquiries: Takatomo Takeuchi, General Manager of Administration Division
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Notice of Personnel Changes to Company Directors and Executive Officers

An informal decision was made at a meeting of the Board of Directors of Nihon Parkerizing on March 29, 2024 to put into effect the following personnel changes to directors and executive officers.

It is anticipated that a formal decision will be made to this effect at the General Meeting of Shareholders for the 139th period to be held on June 27, 2024 and the subsequent meeting of the Board of Directors.

Details

1. Change of representative director

(1) Reason for change

The company will change its management structure with the aim of promoting regional management and further improving the sustainable growth of the Nihon Parkerizing Group and its corporate value.

(2) Details of changes

Name	New title	Current title
(New appointment) Masayuki Aoyama	President	Executive Officer General Manager of Group Management Division and Administration Division
(Retiring) Masayuki Yoshida	Vice President, Executive Officer ASEAN India Management Division (President of Thai Parkerizing Co., Ltd.)	Representative Director Executive Officer

(3) Name and career history of the new President

New title: President, Executive Officer

Name: Masayuki Aoyama

Birthplace: Kanagawa

DOB: August 6, 1963

Career:

March 1986: Graduated from Meiji University, School of Science and Technology,
Department of Applied Chemistry

April 1986: Joined Nihon Parkerizing Co., Ltd.

April 2009: Manager, Marketing Division

June 2011: General Manager of International Planning Department, International Division

April 2018: General Manager of International Management Department in the Corporate
Planning Division

June 2019: Executive Officer, General Manager of Group Management Division

June 2022: Executive Officer, General Manager of Group Management Division and
Administration Division

Shares held in the company: 9,600

(4) Anticipated date of change: June 27, 2024

2 . Change to directors (as of June 27, 2024)

(1) Directors (Excluding directors who are members of the Audit and Supervisory Committee Member)

Name	New title	Current title
Kazuichi Satomi	Chairman & CEO	Chairman President & CEO
Masayuki Aoyama	President, Executive Officer	Executive Officer General Manager of Group Management Division and Administration Division
Hiroyasu Tamura	Vice President, Executive Officer	Representative Director, Executive Officer
Yasumasa Fukuta	Director, Executive Officer	Director, Executive Officer
Shimako Emori	Outside Director	Same as left
Tatsuya Mori	Outside Director	Same as left

(2) Directors who are members of the Audit and Supervisory Committee

Name	New title	Current title
Masaharu Kubota	Outside Director (Audit and Supervisory Committee Member)	Same as left
Hayato Hosogane	Director (Audit and Supervisory Committee Member)	Same as left
Koji Chika	Outside Director (Audit and Supervisory Committee Member)	Same as left
Shigetaka Hazeyama	Outside Director (Audit and Supervisory Committee Member)	Same as left

Note: The term of directors who are members of the Audit and Supervisory Committee is two years. The term of Masaharu Kubota and Koji Chika is until the close of the General Meeting of Shareholders for the period ending March 2025.

(3) Executive Officers (Including Directors)

Name	New title	Current title
Masayuki Aoyama	President, Executive Officer (Chairman of the Board of Executive Officers)	Executive Officer General Manager of Group Management Division and Administration Division
Hiroyasu Tamura	Vice President, Executive Officer Corporate Management	Representative Director, Executive Officer
Masayuki Yoshida	Vice President, Executive Officer ASEAN India Management (President of Thai Parkerizing Co., Ltd.)	Representative Director, Executive Officer
Yasumasa Fukuta	Director, Executive Officer Business Strategy Management	Director, Executive Officer
Mitsuru Nakamura	Executive Officer China Business Management (President of Parker Surface Technologies (Shanghai))	Executive Officer China Chemicals Business Management (President of Parker Surface Technologies (Shanghai))
Takaomi Nakayama	Executive Officer, General Manager of Technical Division	Executive Officer, General Manager of the Central Research Laboratories
Yuji Kondo	Executive Officer, General Manager of Chemicals Division	Same as left
Akihiro Masuda	Executive Officer, General Manager of Commercial Processing Division	President and Representative Director of Hamamatsu Netsushori Co., Ltd.
Toshiyuki Aishima	Executive Officer, General Manager of Administration Division and Group Management Division	General Manager of Human Resources, Administration Division
Hidehiro Yamaguchi	Executive Officer, General Manager of Central Research Laboratories	President of Parker Surface Technology Asia Pacific Co., Ltd.
Nobuhiko Satomi	Executive Officer, General Manager of Corporate Planning Division	President of Parker Trutec Inc.

Note: The company plans to make organizational changes, and may change the new titles.

End