



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 139<sup>th</sup> 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)<br>Masayuki Aoyama | President   | Executive Officer<br>General Manager of Group Management Division and Administration Division |
| (Retiring)<br>Masayuki Yoshida       | Vice President, Executive Officer<br>ASEAN India Management Division<br>(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)

| <b>Name</b>     | <b>New title</b>                  | <b>Current title</b>   |
|-----------------|-----------------------------------|--|
| Kazuichi Satomi | Chairman & CEO                    | Chairman President & CEO   |
| Masayuki Aoyama | President, Executive Officer      | Executive Officer<br>General Manager of Group Management<br>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

| <b>Name</b>           | <b>New title</b>  | <b>Current title</b> |
|-----------------------|---|----------------------|
| Masaharu Kubota       | Outside Director (Audit and<br>Supervisory Committee Member)  | Same as left         |
| Hayato Hosogane       | Director (Audit and Supervisory<br>Committee Member)          | Same as left         |
| Koji Chika            | Outside Director (Audit and<br>Supervisory Committee Member)  | Same as left         |
| Shigetaka<br>Hazeyama | Outside Director ( Audit and<br>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<br>(Chairman of the Board of Executive Officers)                            | Executive Officer<br>General Manager of Group Management Division and Administration Division                     |
| Hiroyasu Tamura    | Vice President, Executive Officer<br>Corporate Management  | Representative Director,<br>Executive Officer   |
| Masayuki Yoshida   | Vice President, Executive Officer<br>ASEAN India Management<br>(President of Thai Parkerizing Co., Ltd.) | Representative Director,<br>Executive Officer   |
| Yasumasa Fukuta    | Director, Executive Officer<br>Business Strategy Management  | Director, Executive Officer   |
| Mitsuru Nakamura   | Executive Officer<br>China Business Management<br>(President of Parker Surface Technologies (Shanghai))  | Executive Officer<br>China Chemicals Business Management<br>(President of Parker Surface Technologies (Shanghai)) |
| Takaomi Nakayama   | Executive Officer, General<br>Manager of Technical Division  | Executive Officer, General Manager of<br>the Central Research Laboratories  |
| Yuji Kondo         | Executive Officer, General<br>Manager of Chemicals Division  | Same as left  |
| Akihiro Masuda     | Executive Officer, General<br>Manager of Commercial<br>Processing Division                               | President and Representative Director<br>of Hamamatsu Netsushori Co., Ltd.  |
| Toshiyuki Aishima  | Executive Officer, General<br>Manager of Administration Division<br>and Group Management Division        | General Manager of Human<br>Resources, Administration Division  |
| Hidehiro Yamaguchi | Executive Officer, General<br>Manager of Central Research<br>Laboratories                                | President of Parker Surface<br>Technology Asia Pacific Co., Ltd.  |
| Nobuhiko Satomi    | Executive Officer, General<br>Manager of Corporate Planning<br>Division                                  | President of Parker Trutec Inc.   |

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

End