



May 14, 2026

To whom it may concern

Company Name: Nihon Parkerizing Co., Ltd.  
Representative: Masayuki Aoyama  
Representative Director, President and Executive Officer  
(Code: 4095 TSE Prime)  
Inquiries: Takatomo Takeuchi  
General Manager, Administration  
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### Notice of Executive Personnel Changes

Please be advised that we have nominated the following executive personnel at the meeting of the Board of Directors held on May 14, 2026.

Please note that this nomination is scheduled to be formally approved at the 141st Ordinary General Meeting of Shareholders, to be held on June 26, 2026, and at the subsequent meeting of the Board of Directors.

#### 1. Change of Directors (As of June 26, 2026)

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

<b>Name</b>	<b>New Title</b>	<b>Current Title</b>
Kazuichi Satomi	Chairman & CEO	Same as left
Masayuki Aoyama	President, Executive Officer	Same as left
Hiroyasu Tamura	Vice President, Executive Officer	Same as left
Fumikazu Ozaki	Director	Same as left
Nobuhiko Satomi	Director	Newly appointed
Shimako Emori	Outside Director	Same as left
Tatsuya Mori	Outside Director	Same as left
Yuko Maeda	Outside Director	Newly appointed

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

<b>Name</b>	<b>New Title</b>	<b>Current Title</b>
Shigetaka Hazeyama	Outside Director (Member of Audit and Supervisory Committee)	Same as left
Masaharu Kubota	Outside Director (Member of Audit and Supervisory Committee)	Same as left
Koji Chika	Outside Director (Member of Audit and Supervisory Committee)	Same as left

Note: The terms of directors who are members of the Audit and Supervisory Committee are two years. The terms of Masaharu Kubota and Koji Chika are until the close of the General Meeting of Shareholders for the period ending March 2027.

(3) An executive who is scheduled to retire from the position of director

<b>Name</b>	<b>New Title</b>	<b>Current Title</b>
Yasumasa Fukuta	Managing Executive Officer Euro-American Management (President, Nihon Parkerizing of America)	Managing Director, Executive Officer Euro-American Management Chemicals Business

(4) An executive who is scheduled to retire from the position of director and is also a member of the Audit and Supervisory Committee

<b>Name</b>	<b>Current Title</b>
Hayato Hosogane	Director (Member of Audit and Supervisory Committee)

(5) Executive Officers (Including Directors)

<b>Name</b>	<b>New Title</b>	<b>Current Title</b>
Masayuki Aoyama	President, Executive Officer & COO	Same as left
Hiroyasu Tamura	Vice President, Executive Officer Eastern Asia Management Corporate Management	Same as left
Masayuki Yoshida	Vice President, Executive Officer ASEAN India Management (President of Thai Parkerizing Co.)	Same as left
Yasumasa Fukuta	Managing Executive Officer Euro-American Management (President, Nihon Parkerizing of America)	Managing Director, Executive Officer Euro-American Management Chemicals Business
Mitsuru Nakamura	Managing Executive Officer China Business Management (President of Parker Surface Technologies Shanghai)	Same as left
Takaomi Nakayama	Managing Executive Officer General Manager of Technical Division	Executive Officer, General Manager of Technical Division
Yuji Kondo	Managing Executive Officer General Manager of Chemicals Division	Executive Officer, General Manager of Chemicals Division
Akihiro Masuda	Executive Officer (Director, Parker Processing)	Executive Officer, General Manager of Toll Processing Division
Toshiyuki Aishima	Executive Officer, General Manager of Administration Division	Same as left
Hidehiro Yamaguchi	Executive Officer, General Manager of Central Research Laboratories	Same as left

End