



May 13, 2025

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: Toshiyuki Aishima, Executive Officer and
General Manager, Corporate Division
(Phone. 03-3278-4333)

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 13, 2025.

Please note that this nomination is scheduled to be formally approved at the 140th Ordinary General Meeting of Shareholders, being held on June 27, 2025, and at the subsequent meeting of the Board of Directors.

1. Change of Directors (As of June 27, 2025)

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

Name	New Title	Current Title
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, Executive Officer	Newly appointed
Yasumasa Fukuta	Director, Executive Officer	Same as left
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 (Member of Audit and Supervisory Committee)	Same as left
Hayato Hosogane	Director (Member of Audit and Supervisory Committee)	Same as left
Koji Chika	Outside Director (Member of Audit and Supervisory Committee)	Same as left
Shigetaka Hazeyama	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 Hayato Hosogane and Shigetaka Hazeyama are until the close of the General Meeting of Shareholders for the period ending March 2026.

(3) Executive Officers (Including Directors)

Name	New Title	Current Title
Masayuki Aoyama	President, Executive Officer & COO	Same as left
Hiroyasu Tamura	Vice President, Executive Officer Eastern Asia Management Corporate Management	Vice President, Executive Officer Corporate Management
Masayuki Yoshida	Vice President, Executive Officer ASEAN India Management (President of Thai Parkerizing Co.)	Same as left
Fumikazu Osaki	Senior Managing Director, Executive Officer Toll Processing Business (President of Parker Processing Co.)	Newly Appointed President of Parker Processing Co.
Yasumasa Fukuta	Managing Director, Executive Officer Euro-American Management Chemicals Business	Managing Director, Executive Officer Business Strategy Management
Mitsuru Nakamura	Executive Officer China Business Management (President of Parker Surface Technologies Shanghai)	Same as left
Takaomi Nakayama	Executive Officer, General Manager of Technical Division	Same as left

Name	New Title	Current Title
Yuji Kondo	Executive Officer, General Manager of Chemicals Division	Same as left
Akihiro Masuda	Executive Officer, General Manager of Toll Processing Division	Same as left
Toshiyuki Aishima	Executive Officer, General Manager of Corporate Administration Division	Same as left
Hidehiro Yamaguchi	Executive Officer, General Manager of Central Research Laboratories	Same as left
Nobuhiko Satomi	Executive Officer, General Manager of Corporate Planning Division	Same as left

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