



March 11, 2026

Company name: Nippon Yakin Kogyo Co., Ltd.  
Name of representative: Shigemi Urata  
President and Representative Director  
Stock exchange listing: TSE Prime Market  
Securities code: 5480  
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## Notice Concerning Organizational Restructuring and Changes in Executive Officers and Key Personnel

Nippon Yakin Kogyo Co., Ltd. (the “Company”) hereby announces that, at the meeting of the Board of Directors held today, it decided on organizational restructuring, the candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members) to be submitted to the 144th Annual General Meeting of Shareholders, and changes in Executive Officers and key personnel.

### 1. Organizational restructuring

Effective April 1, 2026, the Company will:

- (1) Rename the Material Solutions Sales Department as the Solutions & Marketing Department.
- (2) Establish the Logistics Operations Department at the Kawasaki Plant.

### 2. Candidates for Directors (Excluding Directors who are Audit & Supervisory Committee Members)

(To be submitted to the 144th Annual General Meeting of Shareholders, scheduled to be held on June 25, 2026)

Position (Proposed)	Candidate Name	
President and Representative Director	Shigemi Urata	(Currently President and Representative Director, and President and Executive Officer)
Representative Director	Shingo Kobayashi	(Currently Representative Director and Executive Vice President)
Director	Hiroshi Toyoda	(Currently Director and Senior Managing Executive Officer)
Director	Hisashi Yamada	(Currently Director and Senior Managing Executive Officer)
Director	Akira Akimoto	(Currently Director and Managing Executive Officer)
Director	Hisashi Hayakawa	(Currently Managing Executive Officer)
Director*	Kenji Tani	(Currently Director*)

Director*	Taizo Suga	(Currently Director*)
Director*	Naomi Eto	(Currently Director*)
Director*	Mariko Ogawa	(Currently Director*)

Note: An asterisk (\*) indicates an Outside Director.

### 3. Candidate for substitute Outside Director who is an Audit & Supervisory Committee Member

(To be submitted to the 144th Annual General Meeting of Shareholders, scheduled to be held on June 25, 2026)

Nobuyuki Hoshikawa

### 4. Officer scheduled to step down

(1) Director (To step down at the 144th Annual General Meeting of Shareholders, scheduled to be held on June 25, 2026)

Hisashi Kubota

Hisashi Kubota is scheduled to step down as Director on June 25, 2026 and assume the position of Advisor of the Company on the same date.

### 5. Changes in Executive Officers

(1) Newly appointed Executive Officers

(Effective April 1, 2026)

Executive Officer	Takahiro Araki	(Currently General Manager of Human Resources Department)
Executive Officer	Taku Aoyama	(Currently General Manager of Production Department at Kawasaki Plant)

(2) Executive Officer scheduled to step down

(Effective March 31, 2026)

Hiroki Takahashi (Currently Executive Officer and Branch Manager of Tokyo Branch)

Hiroki Takahashi is scheduled to step down as Executive Officer on March 31, 2026 and assume the position of Managing Director of NAS STAINLESS STEEL STRIP MFG. CO., LTD. at the company's Annual General Meeting of Shareholders to be held in June.

### 6. Changes in responsibilities

(Effective March 31, 2026)

Relieved of the additional responsibility as Branch Manager of Tokyo Branch	Hiroki Takahashi	(Currently Executive Officer and Branch Manager of Tokyo Branch)
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(Effective April 1, 2026)

Continues to serve as General Manager of Human Resources Department      Takahiro Araki      (Currently General Manager of Human Resources Department)

Continues to serve as General Manager of Production Department at Kawasaki Plant      Taku Aoyama      (Currently General Manager of Production Department at Kawasaki Plant)

## 7. Changes in key personnel

(Effective April 1, 2026)

Relieved of duties as General Manager of Group Environment & IP Department      Atsushi Sato      (Currently General Manager of Group Environment & IP Department)

General Manager of Group Environment & IP Department  
Relieved of concurrent duties as Leader of Quality Engineering Team      Koichi Furutani      (Currently General Manager of Quality Assurance Department, Leader of Quality Engineering Team at Kawasaki Plant)

General Manager of Solutions & Marketing Department      Toru Nishi      (Currently Deputy General Manager of Sales Planning Department)

Branch Manager of Tokyo Branch  
Relieved of concurrent duties as Leader of Team 2      Tadashi Watanabe      (Currently Deputy Branch Manager of Tokyo Branch, Leader of Team 2)

General Manager of General Affairs Department, Leader of Human Resources Team at Kawasaki Plant      Yusuke Takahashi      (Currently Deputy General Manager of Human Resources Department)

General Manager of Logistics Operations Department at Kawasaki Plant      Tetsuro Izaki      (Currently General Manager of Corporate Planning Department)

General Manager of Quality Assurance Department at Kawasaki Plant      Makoto Oikawa      (Currently General Manager of Material Solutions Sales Department)

General Manager of Facility Management Department at Kawasaki Plant      Nobuhiro Kiyota      (Currently General Manager of Mechanical Equipment Maintenance Section of Facility Management Department at Kawasaki Plant)

Seconded to NAS TRADING CO., LTD.      Akihiro Yamamoto      (Currently General Manager of Facility Management Department at Kawasaki Plant)

Seconded to NAS TEC CO., LTD.      Toshihiko Terai      (Currently General Manager of General Affairs Department at Kawasaki Plant)