



March 7, 2023

Notice Regarding Personnel Changes

Topy Industries Limited hereby gives notice regarding the finalization of titles and duties of directors and operating officers effective April 1, 2023 and that the candidates for Director and Audit & Supervisory Board Member positions to be discussed at the 129th Ordinary General Meeting of Shareholders (scheduled to take place in late June), along with the directors to be appointed at the Board of Directors' meeting following the shareholders' meeting and their duties, have been decided.

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1. Title and Duties of Directors

(Effective April 1, 2023)

Title	Name	Duties	
		New (as of April 1)	Current (as of March 7)
Director, President and CEO	Nobuhiko Takamatsu	Representative Director and President in charge of Overseas Business Strategy	Representative Director and President in charge of Sales
Director and Executive Vice President	Shinichi Kijima	Assistant to the President in charge of Finance	Same as at left
Senior Managing Director	Masayoshi Takezawa	In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center	In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center
Senior Managing Director	Tsuyoshi Nakamura	In charge of Corporate Planning, Business Operations, and Sustainability Strategy	In charge of Corporate Planning and Sustainability Strategy
Managing Director	Shuichi Tachibana	In charge of General Affairs, Personnel, Risk Management, and assistant in charge of Safety & Health	In charge of General Affairs, Personnel, and Risk Management
Director	Takeshi Kiriyaama	Outside Director	Same as at left
Director	Hiroko Kaneko	Outside Director	Same as at left
Director	Takahiro Mikami	Outside Director	Same as at left

2. Title and Duties of Operating Officers

(Effective April 1, 2023)

Title	Name	Duties	
		New (as of April 1)	Current (as of March 7)
* Senior Managing Executive Officer	Hiromi Ishii	In charge of Sales and Overseas Business Strategy	Advisor of Nippon Steel Corporation
Managing Executive Officer	Hideki Aoyama	General Manager of Overseas Business Strategy Department, Deputy General Manager of Sales Division, and General Manager of Aluminum Administrative Center, Wheel Division	General Manager of Corporate Planning Department and Deputy General Manager of Sales Division
Managing Executive Officer	Masahiro Abe	General Manager of Engineering Administration Department	Same as at left
○ Managing Executive Officer	Katsuyoshi Tanaka	General Manager of Corporate Planning Department	General Manager of Steel Division, in charge of Steel Business (Operating Officer)
○ Managing Executive Officer	Tetsuya Sakai	General Manager of General Affairs Department	Same as at left (Operating Officer)
○ Managing Executive Officer	Masaru Yasuhara	General Manager of Sales Department	Same as at left (Operating Officer)
○ Managing Executive Officer	Masatoshi Takahashi	General Manager of Finance and Accounting Department	General Manager of Aluminum Administrative Center, Wheel Division of Topy Industries, Ltd. and Representative Director, President and CEO of Asahi tech Corporation (Operating Officer)
Operating Officer	Koji Nanayama	North American Operations, Overseas Business Strategy Department	General Manager of Wheel Division, in charge of Automotive and Industrial Machinery Components Business
Operating Officer	Hideo Katsuyama	General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business	Same as at left
Operating Officer	Yoshihito Kano	General Manager of Business Development Strategy Center	Same as at left
Operating Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
Operating Officer	Koji Takeuchi	General Manager of Wheel Division and General Manager of Commercial and Off The Road Wheel Division, in charge of Automotive and Industrial Machinery Components Business	General Manager of Commercial and Off The Road Wheel Division, in charge of Automotive and Industrial Machinery Components Business
* Operating Officer	Takeshi Iizuka	Deputy General Manager of Business Development Strategy Center	Same as at left
* Operating Officer	Shinichiro Tada	General Manager of Internal Audit Department	General Manager of Finance and Accounting Department

Title	Name	Duties	
		New (as of April 1)	Current (as of March 7)
* Operating Officer	Tomoki Oyaizu	General Manager of Construction Machinery Department, Sales Division, and Overseas Sales Operations, Overseas Business Strategy Department	General Manager of Construction Machinery Department, Sales Division
* Operating Officer	Akihiro Noaki	General Manager of Steel Division, in charge of Steel Business, and General Manager of Toyohashi Plant, Steel Division	General Manager of Toyohashi Plant, Steel Division
* Operating Officer	Hiroshi Ogawa	General Manager of Steel Department, Sales Division	Same as at left

○ denotes promoted operating officer.

* denotes newly appointed operating officer.

3. Outgoing Operating Officers

(Effective March 31, 2023)

Current title	Name	Planned appointment
Operating Officer	Takanori Kawano	Councillor attached to Internal Audit Department

4. Candidates for Director

(Scheduled for late June 2023)

Title	Name	Duties	
		New (late June)	Current (as of April 1)
Director and Chairman	Nobuhiko Takamatsu		Representative Director and President in charge of Overseas Business Strategy (Director, President and CEO)
* Director, President and CEO	Hiromi Ishii	Representative Director and President	In charge of Sales and Overseas Business Strategy (Senior Managing Executive Officer)
Director and Executive Vice President	Shinichi Kijima	Assistant to the President, in charge of Finance	Same as at left
Senior Managing Director	Masayoshi Takezawa	In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center	Same as at left
Senior Managing Director	Tsuyoshi Nakamura	In charge of Corporate Planning, Business Operations, and Sustainability Strategy	Same as at left
Managing Director	Shuichi Tachibana	In charge of General Affairs, Personnel, Risk Management, and assistant in charge of Safety & Health	Same as at left
Director	Takeshi Kiriya	Outside Director	Same as at left

Title	Name	Duties	
		New (late June)	Current (as of April 1)
Director	Hiroko Kaneko	Outside Director	Same as at left
Director	Takahiro Mikami	Outside Director	Same as at left

* denotes new candidate for director.

5. Title and Duties of Operating Officers

(Scheduled for late June 2023)

Title	Name	Duties	
		New (late June)	Current (as of April 1)
Managing Executive Officer	Hideki Aoyama	General Manager of Overseas Business Strategy Department, Deputy General Manager of Sales Division, and General Manager of Aluminum Administrative Center, Wheel Division	Same as at left
Managing Executive Officer	Masahiro Abe	General Manager of Engineering Administration Department	Same as at left
Managing Executive Officer	Katsuyoshi Tanaka	General Manager of Corporate Planning Department	Same as at left
Managing Executive Officer	Tetsuya Sakai	General Manager of General Affairs Department	Same as at left
Managing Executive Officer	Masaru Yasuhara	General Manager of Sales Department	Same as at left
Managing Executive Officer	Masatoshi Takahashi	General Manager of Finance and Accounting Department	Same as at left
Operating Officer	Koji Nanayama	North American Operations, Overseas Business Strategy Department	Same as at left
Operating Officer	Hideo Katsuyama	General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business	Same as at left
Operating Officer	Yoshihito Kano	General Manager of Business Development Strategy Center	Same as at left
Operating Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
Operating Officer	Koji Takeuchi	General Manager of Wheel Division and General Manager of Commercial and Off The Road Wheel Division, in charge of Automotive and Industrial Machinery Components Business	Same as at left
Operating Officer	Takeshi Iizuka	Deputy General Manager of Business Development Strategy Center, and Representative Director, President and CEO of Topy Marine Transport, Ltd.	Deputy General Manager of Business Development Strategy Center
Operating Officer	Shinichiro Tada	General Manager of Internal Audit Department	Same as at left

Title	Name	Duties	
		New (late June)	Current (as of April 1)
Operating Officer	Tomoki Oyaizu	General Manager of Construction Machinery Department, Sales Division, and Overseas Sales Operations, Overseas Business Strategy Department	Same as at left
Operating Officer	Akihiro Noaki	General Manager of Steel Division, in charge of Steel Business, and General Manager of Toyohashi Plant, Steel Division	Same as at left
Operating Officer	Hiroshi Ogawa	General Manager of Steel Department, Sales Division	Same as at left

6. Outgoing Operating Officers

(Scheduled for late June 2023)

Current title	Name	Planned appointment
Senior Managing Executive Officer	Hiroshi Ishii	Representative Director, President and CEO

7. Candidates for Audit & Supervisory Board Member

(Scheduled for late June 2023)

Name	Duties	
	New (late June)	Current (as of March 7)
* Takanori Kawano	Full-time Audit & Supervisory Board Member	General Manager of Internal Audit Department (Operating Officer)
* Shinya Hayakawa	Full-time Audit & Supervisory Board Member	Representative Director, President and CEO of Topy Agency, Ltd. [Scheduled to retire as Representative Director, President and CEO of the company effective June 14, 2023 and thereafter be appointed Councillor of Topy Industries, Ltd.]
Tetsuya Kawagishi	Outside Audit & Supervisory Board Member	Same as at left
Akio Sakai	Outside Audit & Supervisory Board Member	Same as at left

* denotes new candidate for Audit & Supervisory Board member.
Tetsuya Kawagishi and Akio Sakai are still serving their term of office.

8. Outgoing Audit & Supervisory Board Members

(Scheduled for late June 2023)

Current title	Name	Planned appointment
Audit & Supervisory Board Member	Yukihiro Ogawa	Advisor
Audit & Supervisory Board Member	Koichi Sakamoto	Advisor