



March 5, 2024

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, 2024 and that the candidates for Director and Audit & Supervisory Board Member positions to be discussed at the 130th 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.

Contact: Tetsuya Sakai, Managing Executive Officer and General Manager, General Affairs Department

TEL: +81-3-3493-0777

1. Title and Duties of Directors

(Effective April 1, 2024)

| Title | Name | Duties | |
|-----------------------------------|-----------------------|---|---|
| | | New (as of April 1) | Current (as of March 5) |
| Director, President and CEO | Hiromi Ishii | Representative Director and President | Same as at left |
| ○ Senior Managing Director | Shuichi Tachibana | Assistant to the President in charge of General Affairs, Finance, and Risk Management | In charge of General Affairs, Personnel, and Risk Management, Assistant in charge of Safety & Health (Managing Director) |
| Advisor to the Board | Nobuhiko Takamatsu | | Director and Chairman |
| Director | Shinichi Kijima | Assistant to the President | Assistant to the President in charge of Finance (Director and Executive Vice President) |
| Director | Masayoshi Takezawa | Assistant to the President | In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center (Senior Managing Director) |
| Director | Tsuyoshi Nakamura | Assistant to the President | In charge of Corporate Planning, Business Operations, and Sustainability Strategy (Senior Managing Director) |
| Director | Takeshi Kiriyama | Outside Director | Same as at left |
| Director | Hiroko Kaneko | Outside Director | Same as at left |
| Director | Takahiro Mikami | Outside Director | Same as at left |

○ denotes promoted Director.

2. Title and Duties of Operating Officers

(Effective April 1, 2024)

| Title | Name | Duties | |
|-------------------------------------|---------------------|---|---|
| | | New (as of April 1) | Current (as of March 5) |
| ○ Senior Managing Executive Officer | Tetsuya Sakai | General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business | General Manager of General Affairs Department (Managing Executive Officer) |
| Managing Executive Officer | Hideki Aoyama | General Manager of Overseas Business Strategy Department | General Manager of Overseas Business Strategy Department, Deputy General Manager of Sales Division, and General Manager of Aluminum Administrative Center, Wheel Division |
| Managing Executive Officer | Masahiro Abe | In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center <ul style="list-style-type: none"> • Cooperation with Director in charge of Sustainability Strategy on matters related to carbon neutrality | General Manager of Engineering Administration Department |
| Managing Executive Officer | Katsuyoshi Tanaka | In charge of Corporate Planning, Overseas Business Strategy, Personnel and Sustainability Strategy <ul style="list-style-type: none"> • Collaboration with Executive in charge of Safety & Health • Collaboration with Executive in charge of DX Strategy on matters related to the development of DX personnel • Collaboration with Executive in charge of Procurement | General Manager of Corporate Planning Department |
| Managing Executive Officer | Masaru Yasuhara | In charge of Sales, Procurement and Logistics | General Manager of Sales Department |
| Managing Executive Officer | Masatoshi Takahashi | General Manager of Finance and Accounting Department | Same as at left |
| ○ Managing Executive Officer | Hideo Katsuyama | General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business | Same as at left (Operating Officer) |
| ○ Managing Executive Officer | Yoshihito Kano | General Manager of Business Development Strategy Center | Same as at left (Operating Officer) |
| ○ Managing Executive Officer | Koji Kawakami | General Manager of Digital Transformation Strategy Department | Same as at left (Operating Officer) |
| * Operating Officer | Shuichi Taguchi | General Manager of Aluminum Wheels Business Operations, Automotive Components Division | Director, President & CEO of Topy America, Inc. |
| Operating Officer | Koji Takeuchi | Deputy General Manager of Business Development Strategy Center and General Manager of Business Development Strategy Center | 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 |
| Operating Officer | Shinichiro Tada | General Manager of Internal Audit Department | Same as at left |

| Title | Name | Duties | |
|---------------------|--------------------|---|---|
| | | New (as of April 1) | Current (as of March 5) |
| Operating Officer | Tomoki Oyaizu | General Manager of General Affairs Department | General Manager of Off the Road Wheel Division, Sales Division, Overseas Business Strategy Department and Overseas Sales Operations |
| Operating Officer | Akihiro Noaki | General Manager of Steel Division, in charge of Steel Business | General Manager of Steel Division, in charge of Steel Business, and General Manager of Toyohashi Plant, Steel Division |
| Operating Officer | Hiroshi Ogawa | General Manager of Sales Department | General Manager of Steel Department, Sales Division |
| * Operating Officer | Noboru Kakizawa | General Manager of Kanagawa Plant, Undercarriage Components Division, and General Manager of Procurement, Undercarriage Components Division | General Manager of Kanagawa Plant, Undercarriage Components Division, and General Manager of Quality Assurance, Undercarriage Components Division |
| * Operating Officer | Takanori Yoshikawa | General Manager of Corporate Planning Department • Assistant in charge of Procurement | General Manager, Human Resources Department |
| * Operating Officer | Kenji Kamite | General Manager of Toyohashi Plant, Steel Division | Deputy General Manager of Toyohashi Plant, Steel Division and General Manager of Steel Division |

○ denotes promoted operating officer.

* denotes newly appointed operating officer.

3. Outgoing Operating Officers

(Effective March 31, 2024)

| Current title | Name | Planned appointment |
|-------------------|----------------|--|
| Operating Officer | Koji Nanayama | Councilor Director, President & CEO of Topy America, Inc. |
| Operating Officer | Takeshi Iizuka | Councilor Representative Director, President and CEO of Topy Marine Transport, Ltd. (current) |

4. Candidates for Director

(Scheduled for late June 2024)

| Title | Name | Duties | |
|-----------------------------------|-------------------|---|--|
| | | New (late June) | Current (as of April 1) |
| Director, President and CEO | Hiromi Ishii | Representative Director and President | Same as at left |
| Senior Managing Director | Shuichi Tachibana | Assistant to the President in charge of General Affairs, Finance, and Risk Management | Same as at left |
| * Managing Director | Masahiro Abe | In charge of Technology, Safety & Health, DX Strategy, and the Business Development Strategy Center ▪ Cooperation with Director in charge of Sustainability Strategy on matters related to carbon neutrality | Same as at left (Managing Executive Officer) |
| * Managing Director | Katsuyoshi Tanaka | In charge of Corporate Planning, Overseas Business Strategy, Personnel and Sustainability Strategy ▪ Collaboration with Executive in charge of Safety & Health ▪ Collaboration with Executive in charge of DX Strategy on matters related to the development of DX personnel ▪ Collaboration with Executive in charge of Procurement | Same as at left (Managing Executive Officer) |
| * Managing Director | Masaru Yasuhara | In charge of Sales, Procurement and Logistics | Same as at left (Managing Executive Officer) |
| Director | Hiroko Kaneko | Outside Director | Same as at left |
| Director | Takahiro Mikami | Outside Director | Same as at left |
| * Director | Takao Isozaki | Outside Director | (Managing Director of Development Bank of Japan Inc.) |

* denotes new candidate for director.

5. Outgoing Directors

(Scheduled for late June 2024)

| Current title | Name | Planned appointment |
|-------------------------|-----------------------|---------------------|
| Advisor to the Board | Nobuhiko Takamatsu | Counselor |
| Director | Shinichi Kijima | Permanent advisor |
| Director | Masayoshi Takezawa | Permanent advisor |

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|----------|-------------------|-------------------|
| Director | Tsuyoshi Nakamura | Permanent advisor |
| Director | Takeshi Kiriyama | Advisor |

6. Title and Duties of Operating Officers

(Scheduled for late June 2024)

| Title | Name | Duties | |
|-----------------------------------|---------------------|---|-------------------------|
| | | New (late June) | Current (as of April 1) |
| Senior Managing Executive Officer | Tetsuya Sakai | General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business | Same as at left |
| Managing Executive Officer | Hideki Aoyama | General Manager of Overseas Business Strategy Department | Same as at left |
| Managing Executive Officer | Masatoshi Takahashi | General Manager of Finance and Accounting Department | Same as at left |
| Managing Executive Officer | Hideo Katsuyama | General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business | Same as at left |
| Managing Executive Officer | Yoshihito Kano | General Manager of Business Development Strategy Center | Same as at left |
| Managing Executive Officer | Koji Kawakami | General Manager of Digital Transformation Strategy Department | Same as at left |
| Operating Officer | Shuichi Taguchi | General Manager of Aluminum Business Operations, Automotive Components Division, and Representative Director and President and CEO of Asahi Tec Corporation | Same as at left |
| Operating Officer | Koji Takeuchi | Deputy General Manager of Business Development Strategy Center and General Manager of Business Development Strategy Center | Same as at left |
| Operating Officer | Shinichiro Tada | General Manager of Internal Audit Department | Same as at left |
| Operating Officer | Tomoki Oyaizu | General Manager of General Affairs Department | Same as at left |
| Operating Officer | Akihiro Noaki | General Manager of Steel Division, in charge of Steel Business | Same as at left |
| Operating Officer | Hiroshi Ogawa | General Manager of Sales Department | Same as at left |
| Operating Officer | Noboru Kakizawa | General Manager of Kanagawa Plant, Undercarriage Components Division, and General Manager of Procurement, Undercarriage Components Division | Same as at left |
| Operating Officer | Takanori Yoshikawa | General Manager of Corporate Planning Department • Assistant in charge of Procurement | Same as at left |
| Operating Officer | Kenji Kamite | General Manager of Toyohashi Plant, Steel Division | Same as at left |

7. Outgoing Operating Officers

(Scheduled for late June 2024)

| Current title | Name | Planned appointment |
|----------------------------|-------------------|---------------------|
| Managing Executive Officer | Masahiro Abe | Managing Director |
| Managing Executive Officer | Katsuyoshi Tanaka | Managing Director |
| Managing Executive Officer | Masaru Yasuhara | Managing Director |

8. Candidates for Audit & Supervisory Board Member

(Scheduled for late June 2024)

| Name | Duties | |
|-------------------|--|---|
| | New (late June) | Current (as of March 5) |
| Takanori Kawano | Full-time Audit & Supervisory Board Member | Same as at left |
| Shinya Hayakawa | Full-time Audit & Supervisory Board Member | Same as at left |
| * Yasuhisa Fujiki | Outside Audit & Supervisory Board Member | (Deputy President of Mizuho Marubeni Leasing Corporation) |
| * Shinya Makino | Outside Audit & Supervisory Board Member | (Director, Deputy President, Representative Executive Officer of Meiji Yasuda Life Insurance Company) |

* denotes new candidate for Audit & Supervisory Board member.
Takanori Kawano and Shinya Hayakawa are still serving their term of office.

9. Outgoing Audit & Supervisory Board Members

(Scheduled for late June 2024)

| Current title | Name | Planned appointment |
|--|-------------------|---------------------|
| Outside Audit & Supervisory Board Member | Tetsuya Kawagishi | Advisor |
| Outside Audit & Supervisory Board Member | Akio Sakai | Advisor |