



# *News Release*

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*One-piece Cycle*

**TOPY INDUSTRIES, LIMITED**

Art Village Osaki Central Tower 1-2-2, Osaki, Shinagawa-ku, Tokyo

<http://www.topy.co.jp>

March 4, 2025

## **Notice of Changes in Directors and Officers**

TOPY INDUSTRIES, LIMITED hereby gives notice regarding the finalization of titles and duties of directors and operating officers effective on April 1, 2025 and that the candidates for Director and Board Member positions to be discussed at the 131th 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: Tomoki Oyaizu, Operating Officer and General Manager, General Affairs Department  
TEL: +81-3-3493-0777

## 1. Title and Duties of Directors

(Effective on April 1, 2025)

Title	Name	Duties	
		New (as of April 1)	Current (as of March 4)
Director, President and CEO	Hiromi Ishii	Representative Director, President and CEO	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
Senior Managing Director	Masahiro Abe	In charge of Technology, Safety & Health, DX Strategy, and Research and Development Center • Cooperating with Director in charge of Sustainability Strategy on matters related to carbon neutrality	In charge of Technology, Safety & Health, DX Strategy, and Business Development Strategy Center • Cooperating with Director in charge of Sustainability Strategy on matters related to carbon neutrality (Managing Director)
Senior Managing Director	Katsuyoshi Tanaka	In charge of Corporate Planning, Personnel and Sustainability Strategy • Cooperating with Executive in charge of Safety & Health • Cooperating with Executive in charge of DX Strategy on matters related to the development of DX personnel	In charge of Corporate Planning, Overseas Business Strategy, Personnel and Sustainability Strategy • Cooperating with Executive in charge of Safety & Health • Cooperating with Executive in charge of DX Strategy on matters related to the development of DX personnel • Cooperating with Executive in charge of Procurement (Managing Director)
Managing Director	Masaru Yasuhara	In charge of Marketing Strategy, Procurement and Logistics	In charge of Sales, Procurement and Logistics
Director	Hiroko Kaneko	Outside Director	Same as at left
Director	Takahiro Mikami	Outside Director	Same as at left
Director	Takao Isozaki	Outside Director	Same as at left

○denotes promoted director.

## 2. Title and Duties of Operating Officers

(Effective on April 1, 2025)

Title	Name	Duties	
		New (as of April 1)	Current (as of March 4)
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	In charge of Marketing Strategy Deputy General Manager of Automotive Components Division	General Manager of Overseas Business Development Department
Managing Executive Officer	Masatoshi Takahashi	General Manager of Finance and Accounting Department	Same as at left
Managing Executive Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
○ Managing Executive Officer	Akihiro Noaki	General Manager of Steel Division, in charge of Steel Business	Same as at left (Operating Officer)
Operating Officer	Shuichi Taguchi	General Manager of Aluminum Wheel Business Administrative Department, Automotive Components Division, and Representative Director, President and CEO of Asahi Tec Corporation	Same as at left
Operating Officer	Koji Takeuchi	General Manager of Research and Development Center	Deputy General Manager of Business Development Strategy Center and General Manager of Business Development Strategy Center
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	Hiroshi Ogawa	General Manager of Marketing and SCM Strategy Department, and Deputy General Manager of Research and Development Center	General Manager of Sales Division
Operating Officer	Noboru Kakizawa	General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business	General Manager of Kanagawa Plant, Undercarriage Components Division, and General Manager of Procurement Department, Undercarriage Components Division
Operating Officer	Takanori Yoshikawa	General Manager of Corporate Planning Department	General Manager of Corporate Planning Department ▪ Assistant in charge of Procurement
Operating Officer	Kenji Kamite	General Manager of Toyohashi Plant, Steel Division	Same as at left
* Operating Officer	Takeshi Komatsu	Deputy General Manager of Automotive Components Division (And Representative Director, President and CEO of Ring Techs Co., Ltd.: Planned to be appointed in the middle of June 2025)	Deputy General Manager of Corporate Planning Department
* Operating Officer	Mitsuhiro Takayanagi	President& CEO of Topy MW Manufacturing Mexico S.A. de C.V.	General Manager of Steel Wheel Business Administrative Department, Automotive Components Division, and General Manager of Toyokawa Plant, Steel Wheel Business Administrative Department, Automotive Components Division

Title	Name	Duties	
		New (as of April 1)	Current (as of March 4)
* Operating Officer	Satoshi Miyashita	General Manager of Engineering Administration Department	Same as at left
* Operating Officer	Toshihiro Matsunaga	General Manager of Human Resources Department	Same as at left

○denotes promoted operating officer.

\* denotes newly appointed operating officer.

### 3. Outgoing Operating Officers

(Effective on March 31, 2025)

Current title	Name	Planned appointment (Effective on April 1, 2025)
Managing Executive Officer	Hideo Katsuyama	Councilor Advisor of Topy-Rec, Ltd. (Planned to be appointed as Representative Director, President and CEO of Topy-Rec, Ltd. in early June 2025)
Managing Executive Officer	Yoshihito Kano	Councilor Senior Managing Executive Officer of Hokuetsu Metal Co., Ltd. (Planned to be appointed as Representative Director, President and CEO of Hokuetsu Metal Co., Ltd. in late June 2025)

### 4. Outgoing Operating Officers

(Effective on April 1, 2025)

Current title	Name	Planned appointment (Effective April 1, 2025)
Operating Officer	Mitsuhiro Takayanagi	Councilor (Operating Officer Treatment) * President & CEO of Topy MW Manufacturing Mexico S.A. de C.V.

\*Measures taken in conjunction with an overseas assignment.

## 5. Candidates for Director

(Planned in late June 2025)

Title	Name	Duties	
		New (late June)	Current (as of April 1)
Director, President and CEO	Hiromi Ishii	Representative Director, President and CEO	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
Senior Managing Director	Masahiro Abe	In charge of Technology, Safety & Health, DX Strategy, and Research and Development Center • Cooperating with Director in charge of Sustainability Strategy on matters related to carbon neutrality	Same as at left
Senior Managing Director	Katsuyoshi Tanaka	In charge of Corporate Planning, Personnel and Sustainability Strategy • Cooperating with Executive in charge of Safety & Health • Cooperating with Executive in charge of DX Strategy on matters related to the development of DX personnel	Same as at left
Managing Director	Masaru Yasuhara	In charge of Marketing Strategy, Procurement and Logistics	Same as at left
Director	Hiroko Kaneko	Outside Director	Same as at left
Director	Takahiro Mikami	Outside Director	Same as at left
* Director	Atsuko Kissho	Outside Director	(Partner Lawyer of Tsubame Law Offices)

\* denotes new candidate for director.

## 6. Outgoing Directors

(Planned in late June 2025)

Current title	Name	Planned appointment
Director	Hiroko Kaneko	Advisor

## 7. Title and Duties of Operating Officers

(Planned in late June 2025)

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	In charge of Marketing Strategy Deputy General Manager of Automotive Components Division	Same as at left
Managing Executive Officer	Masatoshi Takahashi	General Manager of Finance and Accounting Department	Same as at left
Managing Executive Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
Managing Executive Officer	Akihiro Noaki	General Manager of Steel Division, in charge of Steel Business	Same as at left
Operating Officer	Shuichi Taguchi	General Manager of Aluminum Wheel Business Administrative Department, Automotive Components Division, and Representative Director, President and CEO of Asahi Tec Corporation	Same as at left
Operating Officer	Koji Takeuchi	General Manager of Research and Development 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	Hiroshi Ogawa	General Manager of Marketing and SCM Strategy Department, and Deputy General Manager of Research and Development Center	Same as at left
Operating Officer	Noboru Kakizawa	General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business	Same as at left
Operating Officer	Takanori Yoshikawa	General Manager of Corporate Planning Department	Same as at left
Operating Officer	Kenji Kamite	General Manager of Toyohashi Plant, Steel Division	Same as at left
Operating Officer	Takeshi Komatsu	Deputy General Manager of Automotive Components Division, and Representative Director, President and CEO of Ring Techs Co., Ltd.	Same as at left
Operating Officer	Satoshi Miyashita	General Manager of Engineering Administration Department	Same as at left
Operating Officer	Toshihiro Matsunaga	General Manager of Human Resources Department	Same as at left

Note: This document has been translated from the original Japanese version for reference purposes only. In the event of any discrepancy between this translated document and the original Japanese version, the original shall prevail.

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