



March 3, 2026

Company Name: TOPY INDUSTRIES, LIMITED
Representative: Hiromi Ishii, President and CEO
(Code: 7231 Tokyo Stock Exchange Prime Market,
Nagoya Stock Exchange Premier Market)
Contact: Tomoki Oyaizu, Operating Officer and
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Notice Regarding Changes in Directors and Officers

As announced in the “Notice Regarding Transition to a Company with an Audit and Supervisory Committee” today, Topy Industries, Ltd. (“the Company”) plans to transition from a company with an Audit Board to a company with an Audit and Supervisory Committee, subject to approval at the Company’s 132nd Ordinary General Meeting of Shareholders to be held in late June 2026.

Accordingly, at a meeting of the Board of Directors held today, the Company made a preliminary decision on candidates for Directors to be proposed at the said Ordinary General Meeting of Shareholders.

In addition, the Company also hereby announces that it has decided the titles and responsibilities of Directors and Operating Officers effective April 1, 2026, and has also made a preliminary decision on the titled Directors to be appointed at the meeting of the Board of Directors following the said Ordinary General Meeting of Shareholders, as well as their responsibilities.

1. Title and Responsibilities of Directors

(Effective April 1, 2026)

Title	Name	Responsibilities	
		New (as of April 1)	Current (as of March 3)
Director, President and CEO	Hiromi Ishii	Representative Director, President and CEO	Same as at left
Senior Managing Director	Masahiro Abe	Assistant to the President In charge of Corporate Planning, Technology, Safety & Health, DX Strategy, Research and Development Center, Sustainability Strategy, Procurement and Logistics	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
Senior Managing Director	Katsuyoshi Tanaka	General Manager of Steel Division and Undercarriage Components Division, in charge of Steel Business and Automotive and Industrial Machinery Components Business	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
○ Senior Managing Director	Masaru Yasuhara	In charge of Finance, General Affairs, Personnel and Risk Management • 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 Marketing Strategy, Procurement and Logistics
Director	Shuichi Tachibana	Assistant to the President	Assistant to the President In charge of General Affairs, Finance, and Risk Management
Director	Takahiro Mikami	Outside Director	Same as at left
Director	Takao Isozaki	Outside Director	Same as at left
Director	Atsuko Kissho	Outside Director	Same as at left

The circle (○) denotes a Director scheduled for promotion.

2. Title and Responsibilities of Operating Officers

(Effective April 1, 2026)

Title	Name	Responsibilities	
		New (as of April 1)	Current (as of March 3)
Managing Officer	Hideki Aoyama	Deputy General Manager of Automotive Components Division	In charge of Marketing Strategy Deputy General Manager of Automotive Components Division
Managing Officer	Masatoshi Takahashi	Assistant to the President	General Manager of Finance and Accounting Department
Managing Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
Managing Officer	Akihiro Noaki	General Manager of Corporate Planning Department	General Manager of Steel Division, in charge of Steel Business
○Managing 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	Tomoki Oyaizu	General Manager of General Affairs Department	Same as at left
Operating Officer	Hiroshi Ogawa	Deputy General Manager of Steel Division	General Manager of Marketing and SCM Strategy Department, and Deputy General Manager of Research and Development Center
Operating Officer	Noboru Kakizawa	Deputy General Manager of Undercarriage Components Division	General Manager of Undercarriage Components Division, in charge of Automotive and Industrial Machinery Components Business
Operating Officer	Takanori Yoshikawa	General Manager of Internal Control and Audit Department	General Manager of Corporate Planning Department
Operating Officer	Kenji Kamite	General Manager of Toyohashi Plant, Steel Division	Same as at left
Operating Officer	Takeshi Komatsu	General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business and Representative Director, President and CEO of Ring Techs Co., Ltd.	Deputy General Manager of Automotive Components Division, and Representative Director, President and CEO of Ring Techs Co., Ltd.
Operating Officer	Satoshi Miyashita	General Manager of Engineering Administration Department	Same as at left
Operating Officer	Toshihiro Matsunaga	General Manager of Finance and Accounting Department	General Manager of Human Resources Department
*Operating Officer	Syota Toyama	Deputy General Manager of Automotive Components Division and Deputy General Manager of Corporate Planning Department	General Manager of Commercial and Off The Road Wheel Business Administrative Department and General Manager of Ayase Plant

The circle (○) denotes an Operating Officer scheduled for promotion.
The asterisk (*) denotes a newly appointed Operating Officer.

3. Retiring Operating Officers

(Effective March 31, 2026)

Title	Name	Planned appointment
Senior Managing Officer	Tetsuya Sakai	Councilor Advisor of Topy Enterprises, Ltd. (Planned to be appointed as Representative Director, President and CEO of Topy Enterprises, Ltd. in mid-June 2026)
Operating Officer	Shinichiro Tada	Councilor Advisor of Topy Fasteners, Ltd. (Planned to be appointed as Senior Managing Director of Topy Fasteners, Ltd. in late June 2026)

4. Technical Supervisor

(Effective April 1, 2026)

Title	Name	Responsibilities	
		New (as of April 1)	Current (as of March 3)
Technical Supervisor	Shingo Tsukui	General Manager for Special Mission of Engineering Administration Department	Same as at left

5. Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)
(Planned for late June 2026)

Title	Name	Responsibilities	
		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	Masahiro Abe	Assistant to the President In charge of Corporate Planning, Technology, Safety & Health, DX Strategy, Research and Development Center, Sustainability Strategy, Procurement and Logistics	Same as at left
Senior Managing Director	Katsuyoshi Tanaka	General Manager of Steel Division and Undercarriage Components Division, in charge of Steel Business and Automotive and Industrial Machinery Components Business	Same as at left
Senior Managing Director	Masaru Yasuhara	In charge of Finance, General Affairs, Personnel and Risk Management • 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
*Director	Takeshi Komatsu	General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business	Operating Officer General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business and Representative Director, President and CEO of Ring Techs Co., Ltd.
Director	Takao Isozaki	Outside Director	Same as at left
Director	Atsuko Kissho	Outside Director	Same as at left

The asterisk (*) denotes a newly appointed candidate for Director.

6. Candidates for Directors who are Audit and Supervisory Committee Members
(Planned for late June 2026)

Name	Responsibilities	
	New (late June)	Current (as of April 1)
*Masatoshi Takahashi	Audit and Supervisory Committee Member (Director)	Managing Executive Officer Assistant to the President
*Yasuhisa Fujiki	Audit and Supervisory Committee Member (Outside Director)	Outside Audit & Supervisory Board Member
*Shinya Makino	Audit and Supervisory Committee Member (Outside Director)	Outside Audit & Supervisory Board Member

The asterisk (*) denotes a newly appointed candidate for Director.

7. Candidates for Directors who are alternate Audit and Supervisory Committee Members
(Planned for late June 2026)

Name	Responsibilities	
	New (late June)	Current (as of April 1)
*Shinsuke Kubo	Alternate Audit and Supervisory Committee Member (Outside Director)	Alternate Outside Audit & Supervisory Board Member

The asterisk (*) denotes a newly appointed candidate for Director.

8. Directors Scheduled to Retire

(Planned for late June 2026)

Current title	Name	Planned appointment
Director	Shuichi Tachibana	Supreme advisor
Director	Takahiro Mikami	Advisor

9. Audit & Supervisory Board Members Scheduled to Retire

(Planned for late June 2026)

Current title	Name	Planned appointment
Full-time Audit & Supervisory Board Member	Takanori Kawano	Permanent advisor
Full-time Audit & Supervisory Board Member	Shinya Hayakawa	Permanent advisor

10. Title and Responsibilities of Operating Officers

(Planned for late June 2026)

Title	Name	Responsibilities	
		New (late June)	Current (as of April 1)
Managing Officer	Hideki Aoyama	Deputy General Manager of Automotive Components Division	Same as at left
Managing Officer	Koji Kawakami	General Manager of Digital Transformation Strategy Department	Same as at left
Managing Officer	Akihiro Noaki	General Manager of Corporate Planning Department	Same as at left
Managing 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	Tomoki Oyaizu	General Manager of General Affairs Department	Same as at left
Operating Officer	Hiroshi Ogawa	Deputy General Manager of Steel Division	Same as at left
Operating Officer	Noboru Kakizawa	Deputy General Manager of Undercarriage Components Division	Same as at left
Operating Officer	Takanori Yoshikawa	General Manager of Internal Control and Audit Department	Same as at left
Operating Officer	Kenji Kamite	General Manager of Toyohashi Plant, Steel Division	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 Finance and Accounting Department	Same as at left
Operating Officer	Syota Toyama	Deputy General Manager of Automotive Components Division and Deputy General Manager of Corporate Planning Department	Same as at left

11. Retiring Operating Officers

(Planned for late June 2026)

Title	Name	Planned appointment
Managing Officer	Masatoshi Takahashi	Director, Audit and Supervisory Committee Member
Operating Officer	Takeshi Komatsu	Director General Manager of Automotive Components Division, in charge of Automotive and Industrial Machinery Components Business

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.
The original disclosure in Japanese was released on March 3, 2026.
The Company assumes no responsibility for this translation or for direct, indirect, or any other forms of damage arising from the translation.