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March 31, 2025

To whom it may concern:

Company name: NAKAYAMA STEEL WORKS, LTD.
Representative: Kazuaki Hakomori,
Representative Director and President
Stock code: 5408 (Tokyo Stock Exchange Prime Market)
Inquiries: Yukio Morioka,
Executive Officer, General Manager of General
Affairs and Human Resources Department
(Tel.: +81-6-6555-3029)

Notice Regarding the Changes to Representative Directors

NAKAYAMA STEEL WORKS, LTD. hereby notifies that at a meeting of its Board of Directors held today, it tentatively resolved that changes be made to its Representative Directors. The following personnel changes are scheduled to be officially decided at the Annual General Meeting of Shareholders scheduled to be held on June 26, 2025 and the Board of Directors meeting scheduled to be held on the same day.

1. Reason for the change

The changes to Representative Directors are due to executive personnel changes

2. Name and position of new and former Representative Directors, etc.

To be proposed at the 131st Annual General Meeting of Shareholders scheduled to be held on June 26, 2025 and at the Board of Directors' meeting to be held after the Annual General Meeting of Shareholders

Name	New position	Current position
Kazuaki Hakomori	Representative Director and Chairman	Representative Director and President
Nobuhiko Naito	Representative Director and President	Senior Managing Director

3. Date of birth, career summary and number of shares held by the newly-appointed Representative Director and President

Date of birth	Career summary	Number of shares held
July 7, 1958 (Age 66)	Apr. 1982 Joined the Company	9,010
	Dec. 2007 General Manager, Steel Bars and Wire Rods Sales Department, Sales Division	
	Jun. 2013 Executive Officer; Senior General Manager, Purchasing Division; General Manager, Iron Source Procurement Department	
	Jun. 2014 Executive Officer; Senior General Manager, Purchasing Division	
	May 2015 Executive Officer; Senior General Manager, Sales Division	
	Jun. 2017 Director; supervising Sales, Purchasing Division, and Tokyo Branch; Senior General Manager, Sales Division	
	May 2018 Director; supervising Sales, Purchasing Division, and Tokyo Branch	
	Apr. 2020 Director; supervising Sales Division, Purchasing Department, and Tokyo Branch	
	Jun. 2020 Managing Director; supervising Sales Division, Purchasing Department, and Tokyo Branch	
	Apr. 2022 Managing Director; supervising Sales, Product Development Division, Purchasing Department, and Tokyo Branch	
	Jun. 2022 Senior Managing Director; supervising Sales, Product Development Division, Purchasing Department, and Tokyo Branch	
	Oct. 2023 Senior Managing Director; supervising Sales, Product Development Division, Purchasing Department, and Tokyo Sales Department	
	Apr. 2024 Senior Managing Director; supervising Sales, Building Materials Sales, Product Development Division, and Purchasing Department (to the present)	

4. Scheduled date of appointment
June 26, 2025