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March 31, 2026

To whom it may concern:

Company name: NAKAYAMA STEEL WORKS, LTD.  
Representative: Nobuhiko Naito,  
Representative Director and President  
Stock code: 5408 (Tokyo Stock Exchange Prime Market)  
Inquiries: Masayuki Yokoyama,  
General Manager, General Affairs &  
Human Resources Dept.  
(Tel.: +81-6-6555-3111)

### **Notice Concerning Change in Representative Director and Other Changes in Officers**

NAKAYAMA STEEL WORKS, LTD. (the “Company”) announces that, at a meeting held today, its Board of Directors made a preliminary decision regarding changes to the Representative Director and other officers. These changes will be formally approved at the Ordinary General Meeting of Shareholders to be held on June 25, 2026, and at a meeting of the Board of Directors to be held on the same day.

#### **1. Reason for the Change in Representative Director**

The change in the Representative Director is due to an executive personnel change.

#### **2. Representative Director Scheduled to Retire**

Scheduled to retire upon the expiration of the term of office at the conclusion of the 132nd Annual General Meeting of Shareholders to be held on June 25, 2026. After retirement, assume the position of Executive Advisor.

Name	New Position	Current Position
Kazuaki Hakomori	Executive Advisor	Representative Director and Chairman

**[Reference 1] Structure from June 25, 2026**

**I. Directors (excluding Audit and Supervisory Committee Members)**

Name	New Position	Current Position
Nobuhiko Naito	Representative Director and President	Same as left
Masahiro Morikawa	Director and Senior Managing Executive Officer	Same as left
Yoshinobu Shibahara	Director and Managing Executive Officer	Same as left
Katsuya Oho	Director and Managing Executive Officer	Same as left
Mitsuaki Sakaguchi	Director and Managing Executive Officer	Same as left
Masahiro Nakatsukasa	Outside Director	Same as left
Sayuri Murakami	Outside Director	Same as left

**II. Directors Who are Audit and Supervisory Committee Members**

Name	New Position	Current Position
Ryohei Kishida	Director (Standing Audit and Supervisory Committee Member)	Same as left
Masaya Kakuda	Outside Director (Audit and Supervisory Committee Member)	Same as left
Kazuyoshi Tsuda	Outside Director (Audit and Supervisory Committee Member)	Same as left

**III. Substitute Director Who is an Audit and Supervisory Committee Member**

Name	New Position	Current Position
Kazuto Takahashi	Substitute Outside Director (Audit and Supervisory Committee Member)	Same as left

**[Reference 2] Change in Advisor (Effective June 25, 2026)**

Name	New Position	Current Position
Sachio Nakamura	—	Advisor

\* Scheduled to retire as Advisor on June 25, 2026

**[Reference 3] Changes in Executive Officers (Effective April 1, 2026)**

Details of Executive Officers and Delegations

Name	New Delegation Details	Current Delegation Details
Masahiro Morikawa	Director and Senior Managing Executive Officer overseeing: - General Administration Div. - Steel Making Div. - Rolling Div. - Building Materials Manufacturing Div. - Safety & Disaster Management Office	Same as left
Yoshinobu Shibahara	Director and Managing Executive Officer, overseeing: - Sales Div. - Building Materials Sales Div. - Engineering Div. - Product Development Sales Dept.	Director and Managing Executive Officer, overseeing: - Sales Div. - Building Materials Sales Div. - Product Development Dept.
Katsuya Oho	Director and Managing Executive Officer, overseeing: - General Affairs & Human Resources Dept. - Systems Dept. - Accounting Dept. Additionally, cooperating on matters related to the Corporate Planning Dept.	Director and Managing Executive Officer, overseeing: - General Affairs & Human Resources Dept. - Systems Dept. - Accounting Dept. - Corporate Planning Dept. Additionally, cooperating on matters related to the Management Strategy.

Mitsuaki Sakaguchi	<p>Director and Managing Executive Officer, overseeing:</p> <ul style="list-style-type: none"> <li>- Planning Dept.</li> <li>- Purchasing Dept.</li> </ul> <p>Additionally appointed as:</p> <ul style="list-style-type: none"> <li>- General Manager of Purchasing Dept.</li> <li>- Purchasing Lead for New Steel Making Construction Group, Steel Making Div.</li> </ul>	<p>Director and Managing Executive Officer, overseeing:</p> <ul style="list-style-type: none"> <li>- Engineering Div.</li> <li>- Corporate Strategy Dept.</li> <li>- Purchasing Dept.</li> </ul>
Hiroataka Okamura	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Steel Making Div.</li> <li>- Group Leader, New Steel Making Construction Group</li> <li>- Corporate Strategy Office, Planning Dept. (NN Steel Operations Project Team)</li> </ul>	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Steel Making Div.</li> <li>- Group Leader, New Steel Making Construction Group</li> </ul>
Yoshinori Hatada	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Engineering Div.</li> </ul>	Same as left
Kazuhiko Kubota	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Building Materials Sales Div.</li> <li>- General Manager, Kyushu Sales Dept.</li> </ul>	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Building Materials Sales Div.</li> <li>- General Manager, Kyushu Sales Dept.</li> <li>- Product Development Dept.</li> </ul>
Takuro Yoshimura	<p>Executive Officer:</p> <ul style="list-style-type: none"> <li>- Head of Rolling Div.</li> <li>- Deputy head of Building Materials Manufacturing Div.</li> </ul>	Same as left