

Notice of Changes in Board Members and Officers**1. Changes in Board Members and Officers as of April 1, 2023**

(1) Changes in the division of business responsibilities and delegation of office

< Director, Member of the Board and Managing Executive Officer >

Name	New responsibilities	Current responsibilities
OMAE Kozo	Supervises the Overseas Marketing Department <u>and Formed & Fabricated Products Division</u> . In charge of the Sales Planning & Administration Department, Sales Department for Bearings, Sales Department for Automobiles & Industrial Machinery, Special Products Sales Department, Osaka Branch, Nagoya branch, Hiroshima Branch, and Kyushu Sales Office. Serves as General Manager, Head of Tokyo Regional Office. Rendering assistance to the director in charge of the Metal Powder Manufacturing & Sales Division on sales related matters. Rendering assistance to the director in charge of the Corporate Planning Department on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd. Rendering assistance to the Leader of DX (digital transformation) Promotion Project Team.	Supervises the Overseas Marketing Department. In charge of the Sales Planning & Administration Department, Sales Department for Bearings, Sales Department for Automobiles & Industrial Machinery, Special Products Sales Department, Osaka Branch, Nagoya branch, Hiroshima Branch, Kyushu Sales Office <u>and Formed & Fabricated Products Division</u> . Serves as General Manager, Head of Tokyo Regional Office. Rendering assistance to the director in charge of the Metal Powder Manufacturing & Sales Division on sales related matters. Rendering assistance to the director in charge of the Corporate Planning Department on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd. Rendering assistance to the Leader of DX (digital transformation) Promotion Project Team.

< Executive Councilor >

Name	New responsibilities	Current responsibilities
OGURA Tomohiko	In charge of the Overseas Marketing Department <u>and Formed & Fabricated Products Division</u> . Serves as Deputy General Manager of Tokyo Regional Office. Rendering assistance to Managing Executive Officer OMAE Kozo on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.	In charge of the Overseas Marketing Department. Serves as Deputy General Manager of Tokyo Regional Office. Rendering assistance to Managing Executive Officer OMAE Kozo on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.

(2) Retirement of Executive Officer

Name	New title	Current title
KUNISADA Masanori	Advisor of the HAMADA-UNSO Co. Ltd. (Scheduled to be appointed as Managing Director of the company in May 2023)	Chief Operating Officer of the Sanyo Special Steel Manufacturing India Pvt. Ltd.

2. Changes in Officers as of late June, 2023

Note: It will be officially resolved at the meeting of the Board of Directors to take place immediately after the Annual Meeting of Shareholders to be held in late June 2023. (The current title shows as of April 1, 2023.)

(1) Retirement of Senior Advisor

Name	New title(planned)	Current title
HIGUCHI Shinya	-	Senior Advisor

(2) Appointment of new Executive Officer

Name	New title(planned)	Current title
OGURA Tomohiko	Executive Officer In charge of the Overseas Marketing Department and Formed & Fabricated Products Division. Serves as Deputy General Manager of Tokyo Regional Office. Rendering assistance to Managing Executive Officer OMAE Kozo on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.	Executive Councilor In charge of the Overseas Marketing Department and Formed & Fabricated Products Division. Serves as Deputy General Manager of Tokyo Regional Office. Rendering assistance to Managing Executive Officer OMAE Kozo on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.

(3) Appointment of new Executive Councilor

Name	New title(planned)	Current title
SUGANO Shinichi	Executive Councilor Serves as General Manager, Head of General Administration Department and Improve Efficiency Working Group Leader of DX (digital transformation) Promotion Project Team.	General Manager, Head of General Administration Department and Improve Efficiency Working Group Leader of DX (digital transformation) Promotion Project Team
NAKAHORI Hideki	Executive Councilor Serves as General Manager, Head of Sales Department for Bearings.	General Manager, Head of Sales Department for Bearings
NISHIMURA Nobuki	Executive Councilor Serves as General Manager, Head of Tube Manufacturing Department.	General Manager, Head of Tube Manufacturing Department
HASEGAWA Tetsuya	Executive Councilor Serves as General Manager, Head of Bar & Wire Manufacturing Department.	General Manager, Head of Bar & Wire Manufacturing Department

END

Please note that the official text of this document has been prepared in Japanese. To the extent there is any discrepancy between the English translation and original Japanese version, please refer to the Japanese version.

(Reference)

Expected Management Structure as of late June 2023

Titles	Name	Division of business responsibilities and delegation of office
Representative Director and President	*MIYAMOTO Katsuhiko	Presides overall management. Serves as Leader of DX (digital transformation) Promotion Project Team.
Director, Member of the Board and Managing Executive Officer	TAKAHASHI Kozo	Supervises the Accounting & Finance Department. In charge of the Corporate Planning Department, Computer Systems Planning Office, Personnel & Labor Relations Department, General Administration Department, Internal Control & Audit Department, and Procurement Department. Serves as Deputy Leader of DX (digital transformation) Promotion Project Team.
	OI Shigehiro	Supervises the Environmental Management Department, and Slag Products Manufacturing & Sales Office. In charge of the Safety & Disaster Prevention Department, Production Planning & Administration Department, Industrial Engineering Office, Equipment Department, Steelmaking Department, Bar & Wire Manufacturing Department, and Tube Manufacturing Department. Serves as Deputy Leader of DX (digital transformation) Promotion Project Team. Rendering assistance to the director in charge of the Metal Powder Manufacturing & Sales Division on production related matters. Rendering assistance to the director in charge of the Corporate Planning Department on manufacturing technology related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.
	OMAE Kozo	Supervises the Overseas Marketing Department and Formed & Fabricated Products Division. In charge of the Sales Planning & Administration Department, Sales Department for Bearings, Sales Department for Automobiles & Industrial Machinery, Special Products Sales Department, Osaka Branch, Nagoya branch, Hiroshima Branch, and Kyushu Sales Office. Serves as General Manager, Head of Tokyo Regional Office. Rendering assistance to the director in charge of the Metal Powder Manufacturing & Sales Division on sales related matters. Rendering assistance to the director in charge of the Corporate Planning Department on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd. Rendering assistance to the Leader of DX (digital transformation) Promotion Project Team.
	YANAGIMOTO Katsu	In charge of the Metal Powder Manufacturing & Sales Division, Research & Development Center, Technical Planning & Administration Department, and Quality Assurance Department. Rendering assistance to the director in charge of the Formed & Fabricated Products Division on technology related matters. Rendering assistance to the director in charge of the Corporate Planning Department on technology and research development related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd. Rendering assistance to the Leader of DX (digital transformation) Promotion Project Team.

Note: Asterisk (*) indicate Member of the Nomination & Compensation Advisory Committee

Titles	Name	Division of business responsibilities and delegation of office
Independent External Director, Member of the Board	*USUKI Masaharu	
	*FUJIWARA Kayo	
Director, Member of the Board	SONODA Hiroto	
Director, Member of the Board and Senior Audit & Supervisory Committee Member	NAGANO Kazuhiko	
Independent External Director, Member of the Board and Audit & Supervisory Committee Member	*YOGI Hiroshi	
	*TOIDE Iwao	

Note: Asterisk (*) indicate Member of the Nomination & Compensation Advisory Committee

Titles	Name	Division of business responsibilities and delegation of office
Managing Executive Officer	HIRAOKA Kazuhiko	Serves as General Manager, Head of Research & Development Center.
	YATSUNAMI Takashi	In charge of the Accounting & Finance Department. Serves as General Manager, Head of Corporate Planning Department.
Executive Officer	MORISHITA Norihiko	Serves as General Manager, Head of Production Planning & Administration Department and Organizer of DX (digital transformation) Promotion Project Team.
	AOTA Hidetoshi	Serves as General Manager, Head of Osaka Branch, Hiroshima Branch, and Kyushu Sales Office.
	SHIMIZU Katsuhisa	In charge of the Environmental Management Department, and Slag Products Manufacturing & Sales Office. Serves as Plant Manager, General Manager, Head of Safety & Disaster Prevention Department, Safety and Health Manager, and Disaster Prevention Manager.
	OUCHI Hiroaki	Serves as General Manager, Head of Technical Planning & Administration Department and Process Innovation Working Group Leader of DX (digital transformation) Promotion Project Team.
	TACHIBANA Yoshitaka	Serves as General Manager, Head of Personnel & Labor Relations Department.
	SUDA Atsuko	Serves as General Manager, Head of Internal Control & Audit Department.
	OGURA Tomohiko	In charge of the Overseas Marketing Department and Formed & Fabricated Products Division. Serves as Deputy General Manager of Tokyo Regional Office. Rendering assistance to Managing Executive Officer OMAE Kozo on sales related matters of Ovako AB and Sanyo Special Steel Manufacturing India Pvt. Ltd.

Executive Councilor	YAMAMOTO Masatoshi	Serves as General Manager, Head of Metal Powder Manufacturing & Sales Division.
	KOMATSU Takashi	PRESIDENT & DIRECTOR GENERAL of Sanyo Special Steel Manufacturing de México, S.A. de C.V.
	SUGANO Shinichi	Serves as General Manager, Head of General Administration Department and Improve Efficiency Working Group Leader of DX (digital transformation) Promotion Project Team.
	NAKAHORI Hideki	Serves as General Manager, Head of Sales Department for Bearings.
	NISHIMURA Nobuki	Serves as General Manager, Head of Tube Manufacturing Department.
	HASEGAWA Tetsuya	Serves as General Manager, Head of Bar & Wire Manufacturing Department.

END