



April 24, 2025

News Release
(translation)

Company name: Fukoku Co., Ltd.
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**Notice Concerning Changes in Executive Officer and other personnel at Fukoku Co., Ltd.
and personnel at Its Subsidiaries**

Fukoku Co., Ltd. (the “Company”) hereby announces that it has resolved to make the following changes in Executive officer and other personnel at the Company and personnel at its Subsidiaries, at a meeting of the Board of Directors held on April 24, 2025.

1. Personnel changes at Subsidiaries

Date of appointment: July 1st, 2025

New Position	Name	Current Position
Chairman and General Manager of Shanghai Fukoku Rubber & Plastics Industry (herein after “Shanghai Fukoku”)	Takashi Takayama	Director and Deputy General Manager of Fukoku (Shanghai) Trading Co., Ltd. (hereinafter “Fukoku (Shanghai) Trading”) (Concurrently) Director and of Deputy General Manager of Shanghai Fukoku
Chairman and General Manager of Fukoku (Shanghai) Trading	Sadayasu Miyayama	Deputy General Manager of Sales Division of the Company (Concurrently) General Manager of the 3rd Sales Department of the Company
-	Satoshi Nakai	Director and of General Manager of Fukoku Shanghai. (Concurrently) Chairman and General Manager of Shanghai Fukoku

Date of appointment: June 1st, 2025

New Position	Name	Current Position
General Manager of Finance Department of Fukoku (Shanghai) Trading	Mayumi Tsujiguchi	Manager of General Affairs Department, Administrative Division of the Company

2. Changes in executive officer and other personnel at the Company

Date of appointment: May 1st, 2025

New Position	Name	Current Position
Executive Officer, General Manager of Sales Division, (Concurrently) General Manager of the 2nd Sales Department, and in charge of Purchasing Department	Yasuyuki Nunomura	Executive Officer, General Manager of Sales Division, (Concurrently) General Manager of Development Sales Office, and in charge of Purchasing Department
Sales Division	Sadayasu Miyayama	Deputy General Manager of Sales Division (Concurrently) General Manager of the 3rd Sales Department
General Manager of the 3rd Sales Department of Sales Division	Jun Hayashi	General Manager of the 2nd Sales Department of Sales Division

*Sadayasu Miyayama will undergo the following transfers before his secondment to China.

- Transferred to Overseas secondment group of Human Resources Department as of June 1st, 2025
- Seconded to Fukoku (Shanghai) Trading as of July 1st, 2025

Date of appointment: July 1st, 2025

New Position	Name	Current Position
President's Office (in charge of Global Promotion) of the Company	Satoshi Nakai	Director and of General Manager of Fukoku (Shanghai) Trading (Concurrently) Chairman and General Manager of Shanghai Fukoku

Reasons of the changes

As one of the measures to prevent recurrence of the fraud at Shanghai Fukoku that was revealed in November 2024, the following items will be taken to strengthen Shanghai Fukoku's management structure.

- Prohibition of the concurrent appointment of General Manager and Deputy General Manager of Shanghai Fukoku and Fukoku (Shanghai) Trading.
- Appointment of Takashi Takayama as Chairman and General Manager of Shanghai Fukoku.
- Appointment of Sadayasu Miyayama as Chairman and General Manager of Fukoku (Shanghai) Trading and as a candidate for future China Area Head.
- Dispatch of Mayumi Tsujiguchi who has extensive experience in finance and management planning, as Finance General Manager of Fukoku (Shanghai) Trading.

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

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