

January 22, 2026

Company name: NACHI-FUJIKOSHI CORP.
 Name of representative: Tsutomu Kurosawa,
 Representative Director and President
 (Securities code: 6474; Tokyo Stock Exchange
 Prime Market)
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Notice Concerning Changes in Representative Directors and Directors

NACHI-FUJIKOSHI CORP. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on January 22, 2026, it resolved to approve the proposed changes to its Representative Directors and other directors, as described below.

The changes will become effective following approval at the 143rd Annual General Meeting of Shareholders and the subsequent meeting of the Board of Directors, both scheduled for February 25, 2026.

1. Changes in Representative Directors (Effective as of February 25, 2026)

Name	New Title	Former Title
Naritoshi Nakamura	Representative Director, President	Corporate Officer, General Manager of Robot Division
Tsutomu Kurosawa	Special Advisor	Representative Director, President
Hideaki Hara	Special Advisor	Representative Director, Senior Managing Corporate Officer

(1) Reason for the change

To advance business operations centered on the robotics business under the new management structure, and to achieve medium- to long-term growth and enhance corporate value.

(2) Name and Career Summary of New Representative Director

Name	Naritoshi Nakamura	
Date of Birth	February 14, 1968 (Age 57)	
Career summary	April 1992	Joined the Company
	July 2014	Factory Manager of Robot Division
	February 2017	Corporate Officer, General Manager of Robot Division and Vice General Manager of Sales Strategy Headquarter
	February 2023	Corporate Officer, General Manager of Robot Division (current position)
Effective date of Appointment	February 25, 2026	
Number of Shares Held	4,751	

2. Changes in Directors (Effective as of February 25, 2026)

Changes in Directors (Except for Members of Audit and Supervisory Committee)

(1) Change in Representative Director

Representative Director	Naritoshi Nakamura	(Current: Corporate Officer)
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(2) New Candidates for Director

Director	Naritoshi Nakamura	(Current: Corporate Officer, General Manager of Robot Division)
Director	Akira Takarajima	(Current: Corporate Officer, General Manager of Eastern Japan Main Branch and Global Supervisor of Robot Sales)
Director	Syusuke Kobayashi	(Current: Corporate Officer, General Manager of Bearing Division)
Outside Director	Seiji Ishigaki	(Former: Director, Senior Executive Managing Officer of Altius Link, Inc.)

(3) Retiring Directors

Representative Director	Tsutomu Kurosawa	(Scheduled to be appointed as Special Advisor to the Company)
Representative Director	Hideaki Hara	(Scheduled to be appointed as Special Advisor to the Company)
Director	Noritsugu Sasaki	(Scheduled to be appointed as Advisor to the Company)
Outside Director	Yo Okabe	

(4) Other Changes

Director, Senior Advisor	Hiroo Honma	(Current: Director, Chairman)
Director, Managing Corporate Officer	Akira Kunisaki	(Current: Director, Corporate Officers)

(Appendix 1)

Career summary of New Director Candidates

Candidates of New Director (Except for Members of Audit and Supervisory Committee)

Naritoshi Nakamura

Born on February 14, 1968 (Age 57)

April 1992 Joined the Company

July 2014 Factory Manager of Robot Division

February 2017 Corporate Officer, General Manager of Robot Division and
Vice General Manager of Sales Strategy Headquarter

February 2023 Corporate Officer, General Manager of Robot Division
(Current position)

Akira Takarajima

Born on October 24, 1971 (Age 54)

April 1996 Joined the Company

September 2020 General Manager of Robot Development Dept.

January 2025 Corporate Officer, General Manager of Eastern Japan Main Branch

January 2026 Corporate Officer, General Manager of Eastern Japan Main Branch and
Global Supervisor of Robot Sales
(Current position)

Syusuke Kobayashi

Born on November 14, 1975 (Age 50)

April 1999 Joined the Company

December 2020 General Manager of Bearing Business Planning Dept.

November 2024 General Manager of Bearing Division

September 2025 Corporate Officer, General Manager of Bearing Division
(Current position)

Seiji Ishigaki

Born on September 22, 1964 (Age 61)

April 1989 Joined MITSUI & CO., LTD.

July 2017 General Manager of Innovation & Corporate Development Product Headquarter,
Asia Pacific Business Unit and SVP of Mitsui & Co. (Asia Pacific) Pte. Ltd.

June 2021 Director, COO and CHRO, Human Resource, Legal and Diversity Sector of Relia, Inc.
(Current Altius Link, Inc.)

September 2023 Director, Senior Executive Managing Officer, CHRO, General Manager, Human
Resource and Legal Sector of Altius Link, Inc.

Directors

(Effective as of February 25, 2026)

Directors	
Director, Senior Adviser	Honma Hiroo
Representative Director, President	Naritoshi Nakamura
Director, Managing Corporate Officer	Tetsu Furusawa
Director, Managing Corporate Officer	Yuichi Sawasaki
Director, Managing Corporate Officer	Akira Kunisaki
Director, Corporate Officer	Akira Takarajima
Director, Corporate Officer	Syusuke Kobayashi
Director	Seiji Ishigaki [※]
Director (Full-time Member of the Audit & Supervisory Committee)	Masayuki Kobayashi
Director (Member of the Audit & Supervisory Committee)	Masakazu Yamazaki [※]
Director (Member of the Audit & Supervisory Committee)	Yasuaki Sawachika [※]
Director (Member of the Audit & Supervisory Committee)	Emi Goto [※]

[※]Outside Director