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**IKO**

March 24, 2026

To whom it may concern,

Listed company name: NIPPON THOMPSON CO., LTD.  
Representative: Mikihiro Hosono, President & COO  
(Securities code: 6480; TSE Prime Market)  
Inquiries: Osamu Nishimura, Director  
(Telephone: +81-3-3448-5868)

Notice Regarding the Introduction of a CXO Structure and Changes in Representative Directors,  
Directors, Executive Officers, and Other Officers

NIPPON THOMPSON CO., LTD. (the “Company”) hereby announces that, at the meeting of the Board of Directors held on March 24, 2026, it resolved to introduce a CXO structure and to make changes in its Representative Directors, Directors, Executive Officers, and other officers, as described below.

1. Purpose of Introducing the CXO Structure

In order to achieve sustainable growth and enhance corporate value over the medium to long term, the Company has decided to introduce a CXO structure for the purpose of strengthening its management framework and further enhancing its corporate governance.

Through the introduction of this structure, the Company will clarify responsibilities and authority in each function and area, while enhancing both its management oversight and execution functions, thereby accelerating decision-making and improving management transparency.

In addition, led by the CEO, the Company’s management team, including the CFO, will collaborate while leveraging their respective expertise. This will enable more sophisticated investment decision-making and the optimal allocation of management resources, thereby enhancing the execution of the Company’s growth strategy.

2. Changes in Representative Directors and Directors (Effective April 1, 2026)

Name	New Position	Current Position
Shigeki Miyachi	Chairman	Chairman & CEO
Nobuya Hideshima	Vice Chairman, in charge of Production Headquarters, and Sales & Marketing Headquarters	Vice Chairman, in charge of Production Headquarters, Sales & Marketing Headquarters, and Legal Dept.
Mikihiro Hosono	President & CEO	President & COO
Osamu Nishimura	Director & CFO, in charge of Corporate Planning Dept., Personnel and General Affairs Dept., Accounting Dept., Legal Dept., and Secretary Dept.	Director, in charge of Corporate Planning Dept., Personnel and General Affairs Dept., Accounting Dept., and Secretary Dept.

※CEO (Chief Executive Officer)  
CFO (Chief Financial Officer)

### 3. Changes in Executive Officers and Advisor (Effective April 1, 2026)

#### Changes in Executive Officers

Name	New Position	Current Position
Shin Kasahara	Managing Executive Officer, Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Sales Engineering, and Solution Business Division	Managing Executive Officer, Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Sales Engineering
Hiroyasu Fukumasu	Senior Executive Officer, Executive Manager of Sales & Marketing Headquarters and General Manager of Sales Operations Management Division	Executive Officer, General Manager of Personnel and General Affairs Dept.
Hiroaki Tago	Executive Officer, Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Overseas Business and General Manager of Overseas Sales Division, Overseas Sales Dept. I	Executive Officer, Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Overseas and General Manager of Overseas Sales Division, Overseas Sales Dept. I
Atsushi Tsuchimochi	Executive Officer, Chairman of UBC Precision Bearing Co., Ltd. and Director of UBC (Suzhou) Bearing Co., Ltd.	Executive Officer, Vice Chairman of UBC Precision Bearing Co., Ltd. and Director of UBC (Suzhou) Bearing Co., Ltd.

#### Changes in Advisor

Name	New Position	Current Position
Kouji Shimomura	Advisor	Advisor, Chairman of UBC Precision Bearing Co., Ltd. and UBC (Suzhou) Bearing Co., Ltd.

#### Newly Appointed Executive Officers

Name	New Position	Current Position
Kenji Takamiya	Executive Officer, President of IKO International, Inc.	Senior General Manager, President of IKO International, Inc.
Satoru Katagiri	Executive Officer, Deputy Executive Manager of Production Headquarters and Division Manager of Mfg. Innovation Management Dept., President of Shinmie Seiko Co., Ltd. and Gokurakuji Kosan Co., Ltd.	Senior General Manager, Division Manager of Mfg. Innovation Management Dept. and General Manager of Mfg. Procurement Dept., Production Headquarters
Takanori Kojima	Executive Officer, General Manager of Corporate Planning Dept. and Accounting Dept.	Senior General Manager, General Manager of Corporate Planning Dept. and Accounting Dept.

#### Profiles of Newly Appointed Executive Officers

Name	Date of Birth	Career Summary
Kenji Takamiya	June 12, 1966	1989 – Joined the Company 2019 – President of IKO INTERNATIONAL, INC. (current position)
Satoru Katagiri	October 18, 1966	1990 – Joined the Company 2021 – General Manager of Factory 5, Gifu Factory Complex 2023 – General Manager of Linear Motion Rolling Guide Mfg. Control Dept., Linear Motion Rolling Guide Mfg. Management Division, Gifu Factory Complex 2025 – Division Manager of Mfg. Innovation Management Dept. and General Manager of Mfg. Procurement Dept., Production Headquarters (current position)

Name	Date of Birth	Career Summary
Takanori Kojima	February 17, 1968	2013 – Joined the Company 2017 – Deputy General Manager of Corporate Planning Dept. 2021 – General Manager of Accounting Dept. 2025 – General Manager of Corporate Planning Dept. and Accounting Dept. (current position)

#### 4. Retiring Executive Officers (Effective March 31, 2026)

Name	New Position	Current Position
Shuichi Tezuka	Senior Adviser	Managing Executive Officer, Executive Manager of Sales & Marketing Headquarters and General Manager of Sales Operations Management Division
Kenji Yokoyama	Senior Adviser	Senior Executive Officer, General Manager of Production Headquarters, in charge of IKO Mono-Zukuri Human Resource Dept. and Cost Control Enhancement
Tadayoshi Ariga		Executive Officer, General Manager of Production Headquarters, in charge of Mechatronics Unit Business Promotion Dept.
Akihiko Hattori		Executive Officer, Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Central Japan Sales Division

#### 5. Retiring Advisors and Others (Effective June 25, 2026)

Name	New Position	Current Position
Toshinao Kimura		Adviser
Kouji Shimomura		Adviser
Shuichi Tezuka		Senior Adviser
Kenji Yokoyama		Senior Adviser

[Reference] Management Structure (as of April 1, 2026)

Board of Directors

Position	Name	Responsibilities
Chairman	Shigeki Miyachi	—
Vice Chairman	Nobuya Hideshima	In charge of Production Headquarters, and Sales & Marketing Headquarters
President & CEO	Mikihito Hosono	—
Director & CFO	Osamu Nishimura	In charge of Corporate Planning Dept., Personnel and General Affairs Dept., Accounting Dept., Legal Dept., and Secretary Dept.
Outside Director	Youichi Takei	—
Outside Director	Satoshi Saito	—
Outside Director	Atsuko Noda	—
Outside Director, (Full-time Audit and Supervisory Committee Member)	Nobuhiro Matsumoto	—
Outside Director, (Audit and Supervisory Committee Member)	Taketo Nasu	—
Outside Director, (Audit and Supervisory Committee Member)	Kazuhisa Hayashida	—
Outside Director, (Audit and Supervisory Committee Member)	Rika Saeki	—

Executive Officers

Position	Name	Responsibilities
Managing Executive Officer	Shin Kasahara	Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Sales Engineering, and Solution Business Division
Managing Executive Officer	Tooru Okajima	In charge of Information Systems Dept., Logistics Operations Dept., DX Promotion, and General Manager of Export Administration Dept.
Managing Executive Officer	Satoshi Sato	Executive Manager of Production Headquarters
Managing Executive Officer	Toyohisa Ishihara	Executive Manager of Technology Development Headquarters, in charge of Quality Assurance Dept., Director of UBC (Suzhou) Bearing Co., Ltd.

Position	Name	Responsibilities
Senior Executive Officer	Hiroyasu Fukumasu	Executive Manager of Sales & Marketing Headquarters and General Manager of Sales Operations Management Division
Executive Officer	Hiroaki Tago	Deputy Executive Manager of Sales & Marketing Headquarters, in charge of Overseas Business and General Manager of Overseas Sales Division, Overseas Sales Dept. I
Executive Officer	Atsushi Tsuchimochi	Chairman of UBC Precision Bearing Co., Ltd. and Director of UBC (Suzhou) Bearing Co., Ltd.
Executive Officer	Tsutomu Togashi	Division Manager of Overseas Sales Division and General Manager of Overseas Sales Dept. II Chairman of IKO-Thompson (Shanghai) Ltd.
Executive Officer	Kenji Takamiya	President of IKO INTERNATIONAL, INC.
Executive Officer	Satoru Katagiri	Deputy Executive Manager of Production Headquarters and Division Manager of Mfg. Innovation Management Dept., President of Shinmie Seiko Co., Ltd. and Gokurakuji Kosan Co., Ltd.
Executive Officer	Takanori Kojima	General Manager of Corporate Planning Dept., and Accounting Dept.