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26th March 2025
Daido Metal Co., Ltd.
Seigo Hanji
Chairman and Chief Executive Officer
(Code) 7245 Prime Market of TSE
Premier Market of NSE
(for inquiry) Shigemasa Hakakoshi
Director and Managing Executive Officer
Head of Human Resources Planning Division
(TEL: +81-568-61-2539)

Appointment of Directors and Executive Officers

We hereby announce that we appoint the below changes to Directors and Executive Officers as approved at the meeting of the Board of Directors held on 26th March 2025. Any changes to Directors will be formally approved at the General Shareholders' Meeting to be held on 27th June 2025.

1. Directors and Audit & Supervisory Board Members to be approved at the General Shareholders' Meeting on 27th June 2025.

Chairman and Chief Executive Officer	Seigo Hanji	
President and Chief Operating Officer	Tomomitsu Furukawa	
Director and Managing Executive Officer	Shigemasa Hakakoshi	
Director and Managing Executive Officer	Arihiro Yoshida	
Director and Managing Executive Officer	Hiroki Ito	
Director and Managing Executive Officer	Kenji Shoda	(New Appointment)
Outside Director	Kiyotaka Hoshinaga	
Outside Director	Miyuri Shirai	
Outside Director	Shinji Ishihara	(New Appointment)
Full-time Audit & Supervisory Board Member	Koji Takaki	
Outside Audit & Supervisory Board Member	Kazuo Matsuda	
Outside Audit & Supervisory Board Member	Etsuaki Yoshida	

2. Appointment of Executive Officers (effective 27th June 2025)

(1) Managing Executive Officers

Head of Human Resources Planning Div.	Shigemasa Hakakoshi	
Head of Inuyama Site		
Head of New Products Development Div.	Arihiro Yoshida	
Head of Finance Planning Div.	Hiroki Ito	
Head of No. 1 Company	Kenji Shoda	(Promoted)
Head of No. 5 Company	Nobutaka Hiramatsu	
General Manager of Business Promotion Dept.		
Wind Turbine Technology R&D Institute		

(2) Senior Executive Officers

Executive Vice President of Dong Sung Metal Co., Ltd. (Korea)	Akira Watanabe	
President of ATA Casting Technology Japan Co., Ltd.	Hiroki Iwakura	
Managing Director of Daido Metal Europe Limited (UK) Managing Director of Daido Industrial Bearings Europe Limited (UK)	Toshikazu Ichihashi	
No. 5 Company Senior Expert	Tim Allen	
General Manager of EV Component Business Governing Dept.	Teruhiko Ochiai	
President of Daido Plain Bearings Co., Ltd.	Chikara Kawahara	(Promoted)

(3) Executive Officers

General Manager of General Affairs Dept.	Atsushi Hayashi	
General Manager of Quality Management and Planning Dept.	Masahiro Nakano	
Head of Global Management for Production Machinery Div. General Manager of Management & Sales for Production Machinery Dept.	Shizuo Tatsuki	
Head of No. 4 Company	Yoshifumi Asano	
Director and Vice President of Daido Plain Bearings Co., Ltd.	Naoki Kurita	
New Products Development Div. Fellow	Takeshi Katagiri	
Head of Corporate Planning Div.	Yukihiko Kagohara	
President of Dyna Metal Co., Ltd. (Thailand)	Shigeto Tsuchiya	
Managing Director of Daido Metal Czech s.r.o.	Toshihiko Takagi	
Chairman of the Board of Directors/President of Daido Precision Metal (Suzhou) Co., Ltd.	Takahiro Niwa	
Head of No. 3 Company	Shozo Kawamoto	
President of Daido Metal U.S.A. Inc.	Yasuhiro Okura	
General Manager of Production Engineering Dept.	Mitsuhiro Nakashima	
General Manager of Corporate Planning Dept.	Nobumichi Murakami	(New Appointment)
General Manager of European Headquarters	Kojiro Goto	(New Appointment)

3. Re-appointment of Advisor
(effective 27th June 2025)

Yoshiaki Sato

4. Retirement of Outside Director, Senior Executive Officer and Executive Officer

Outside Director	Toshikazu Takei
Senior Executive Officer	Makoto Kawase
Executive Officer	Hisashi Kojima

Note:

No.1 Company: Thinwall Bearings & Turbo Charger Bearings Division

No.2 Company: Marine & Industrial Bearings Division

No.3 Company: Polymer Bearings Division

No.4 Company: High Performance Bearings and Equipment Division

No.5 Company: Turbo Machinery Bearing Systems Division

<Attachment>

Career history of the candidate for newly appointed Director

Name	Kenji Shoda	
Date of birth	24 th December, 1962	
Career	Jan 2012	Bridgestone Corporation General Manager, Global OE Sales
	Oct 2012	Executive Officer Bridgestone Cycle Co. Ltd. (on secondment)
	Jan 2014	Joined the Company General Manager, Head of Thinwall Bearings & Turbo Charger Bearings Division
	April 2014	Managing Director of Daido Metal Europe GmbH. (Germany) Daido Metal Europe Limited (UK) (on secondment)
	July 2017	Executive Officer Managing Director of Daido Metal Europe GmbH. (Germany) Daido Metal Europe Limited (UK) (on secondment)
	July 2021	Senior Executive Officer Deputy Managing Director of Daido Metal Europe GmbH. (Germany) Managing Director of Daido Metal Europe Limited (UK) (on secondment)
	Oct 2022	Senior Executive Officer Deputy Managing Director of Daido Metal Europe GmbH. (Germany) (on secondment)
	April 2024	Senior Executive Officer Head of Thinwall Bearings & Turbo Charger Bearings Division (current)

Name	Shinji Ishihara	
Date of birth	3rd November, 1954	
Career	April 1985	Registered as a Lawyer (Aichi Prefecture) Joined Ishihara Law Office
	Aug 2011	Managing Partner Ishihara Law Office (current)
	June 2013	Outside Director Yahagi Construction Co., Ltd. (current)
	Aug 2015	Outside Director (Audit & Supervisory Committee Member) Otake Corporation (current)
	April 2016	Chairman Aichi Bar Association Vice President Japan Federation of Bar Associations
	Oct 2021	Outside Director (Audit & Supervisory Committee Member) Juroku Financial Group, Inc. (current)

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