



March 21, 2025

To Whom It May Concern

Company: TOCALO Co., Ltd.  
 Representative: Kazuya KOBAYASHI, President and Executive Officer  
 (Stock Code: 3433 (Prime Market of Tokyo Stock Exchange))  
 Contact: Hiroshi GOTO, Director, Managing Executive Officer; General Manager, Administrative Headquarters  
 Phone: +81-78-303-3433

## Notice of Changes in Representative Directors, Board Members and Officers

TOCALO Co., Ltd. (the Company) hereby announces that, following deliberations by its Nomination & Remuneration Advisory Committee, its Board of Directors meeting today approved the following changes in Representative Directors and executive appointments.

The changes in Representative Directors and Directors will be officially decided at the 74th Annual General Meeting of Shareholders scheduled for June 26, 2025, and at a subsequent meeting of the Board of Directors.

### **1. Changes in Representative Directors (scheduled for June 26, 2025)**

#### (1) Reason for the Changes

To further strengthen and enhance the management structure for sustainable growth by promoting a generational change of directors in order to respond flexibly and quickly to changes in the business environment surrounding the Group.

#### (2) Details of the Changes

Name	New position	Current position
Noriyuki MIFUNE	(Retiring)	Chairman & Representative Director
Takayuki YOSHIKUMI	Representative Director; Senior Managing Executive Officer	Director; Managing Executive Officer, General Manager, Sales Headquarters

#### (3) Brief Career Summary of New Representative Director

Name	Takayuki YOSHIKUMI	
Date of birth	March 25, 1961	
Brief Career Summary	April 1984	Joined the Company
	April 2006	Division Manager, Sales Div., Tokyo Plant
	April 2013	General Manager, Nagoya Plant
	April 2018	General Manager, Tokyo Plant
	June 2019	Director; General Manager, Tokyo Plant
	April 2020	Director; Assistant General Manager, Sales Headquarters
	June 2021	Managing Executive Officer; General Manager, Sales Headquarters
	June 2023	Director, Managing Executive Officer; General Manager, Sales Headquarters (to present)
Number of shares of the Company held	124,026 shares	

## **2. Changes in Directors**

### **(1) Retiring Directors (scheduled for June 26, 2025)**

Name	New position	Current position
Noriyuki MIFUNE	(Retiring)	Chairman & Representative Director
Nobuyuki KUROKI	(Retiring)	Director; Deputy President and Executive Officer

### **(2) Candidates for Directors to be newly appointed (scheduled for June 26, 2025)**

Name	New position	Current position
Tatsuo SUIZU	Director; Managing Executive Officer, General Manager, Tokyo Plant	Executive Officer; General Manager, Tokyo Plant
Takeshi TAKABATAKE	Director; Managing Executive Officer, General Manager, Production Headquarters	Executive Officer; General Manager, Production Headquarters

### **(3) Changes in the Positions and Responsibilities (as of April 1, 2025)**

Name	New position	Current position
Takayuki YOSHIKUMI	Director; Managing Executive Officer	Director; Managing Executive Officer, General Manager, Sales Headquarters

### **(4) Changes in the Positions and Responsibilities (scheduled for June 26, 2025)**

Name	New position	Current position
Hiroshi GOTO	Director; Senior Managing Executive Officer, General Manager, Administrative Headquarters	Director; Managing Executive Officer, General Manager, Administrative Headquarters

## **3. Changes in Executive Officers**

### **(1) Changes in the Positions of Executive Officers (excluding those who are Directors) (as of April 1, 2025)**

Name	New position	Current position
Katsunori NAKAI	Executive Officer; Division Manager, Corporate Planning Division	Executive Officer; Division Manager, Personnel and General Affairs Division
Tatsuya HAMAGUCHI	Executive Officer; General Manager, Sales Headquarters	Executive Officer; General Manager, Kitakyushu Plant

### **(2) Changes in Executive Officers (excluding those who are Directors) (as of June 26, 2025)**

Name	New position	Current position
Yuji CHIBA	(Retiring)	Managing Executive Officer; Representative Director and President, Japan Coating Center Co., Ltd.
Shinichi OKABE	Executive Officer; Representative Director and President, Japan Coating Center Co., Ltd.	Managing Director, Japan Coating Center Co., Ltd.

**[For reference]**

The following is the planned executive structure after the Annual General Meeting of Shareholders on June 26, 2025.

Nine (9) Directors

Name	Position
Kazuya KOBAYASHI	Representative Director; President and Executive Officer
Takayuki YOSHIKUMI	Representative Director; Senior Managing Executive Officer
Hiroshi GOTO	Director; Senior Managing Executive Officer, General Manager, Administrative Headquarters
Tatsuo SUIZU	Director; Managing Executive Officer, General Manager, Tokyo Plant
Takeshi TAKABATAKE	Director; Managing Executive Officer, General Manager, Production Headquarters
Toshimitsu KAMAKURA	Director (Part-time / Outside Director)
Keiko TAKIHARA	Director (Part-time / Outside Director)
Yoko SATO	Director (Part-time / Outside Director)
Kazuyuki TOMITA	Director (Part-time / Outside Director)

Four (4) Audit & Supervisory Board Members

Name	Position
Hidetoshi SHIN	Audit & Supervisory Board Member (Full time)
Hirosuke HAMADA	Audit & Supervisory Board Member (Full time)
Toshihiko YOSHIDA	Audit & Supervisory Board Member (Outside)
Noriko KAJI	Audit & Supervisory Board Member (Outside)

Seven (7) Executive Officers (excluding those who are Directors)

Name	Position
Hiroyuki AISAKA	Executive Officer; General Manager, Quality Management Headquarters
Katsunori NAKAI	Executive Officer; Division Manager, Corporate Planning Division
Yasuki NAKAHIRA	Executive Officer; General Manager, Overseas Business Headquarters
Tatsuya HAMAGUCHI	Executive Officer; General Manager, Sales Headquarters
Yuu MURATA	Executive Officer; General Manager, Akashi Plant
Takema TERATANI	Executive Officer; General Manager, Thermal Spraying Technology R&D Laboratories
Shinichi OKABE	Executive Officer; Representative Director and President, Japan Coating Center Co., Ltd.

(Note) The total number of Executive Officers is twelve (12). Five (5) of them are concurrently serving as Directors.