

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



February 12, 2025

Company Name: NHK SPRING CO., LTD.
Representative: Kazuhisa Uemura
President and COO
(Code: 5991 Tokyo Stock Exchange; Prime Market)
Contact: Kazuko Tachibana
Director, Corporate Communication Dept,
Corporate Planning & Control Division.
(TEL: +81-45-786-7513)

Notice Concerning Change of Representative Directors

NHK SPRING CO., LTD. hereby announces that it has resolved, at a meeting of the Board of Directors held on February 12, 2025, to change the Company's representative directors as described below.

1. Reason for change

This change aims to further increase NHK's corporate value and achieve sustainable growth based on a new management structure.

2. Change in Directors and Effective Date

Name	New job titles	Current job titles	Scheduled date of assuming office
Noritoshi Takamura	Executive Vice President & CQO, CTO	Executive Corporate Officer	April 1, 2025
	Representative Member of the Board Executive Vice President & CQO, CTO	Executive Vice President & CQO, CTO	Date of Annual General Meeting of Shareholders (June 25, 2025)
Masayuki Horie	Executive Vice President	Executive Corporate Officer	April 1, 2025
	Representative Member of the Board Executive Vice President	Executive Vice President	Date of Annual General Meeting of Shareholders (June 25, 2025)
Kiyohiko Kammei	Member of the Board	Representative Member of the Board Executive Vice President & CQO, CTO	April 1, 2025
Hidefumi Yoshimura	Member of the Board	Representative Member of the Board Executive Vice President & CFO	April 1, 2025

3. Career summary of newly appointed representative director

(1) Noritoshi Takamura

New job titles	Representative Member of the Board, Executive Vice President & CQO, CTO	
Birthplace	Ehime Prefecture	
Final Education	March 1983	Kyushu University, Faculty of Engineering
Date of birth	August 16, 1960 (64 years old)	
Current address	Kanagawa prefecture	
Career summary	April 1983	Joined the Company
	April 2014	Corporate Officer, Vice President of Precision Spring and Components Division & Ina Plant Manager
	April 2016	Corporate Officer, Vice President of Precision Spring and Components Division & Director of Development Department
	April 2017	Corporate Officer, Vice President of Precision Spring and Components Division & Director of Engineering Department
	December 2017	Corporate Officer, Vice President of Precision Spring and Components Division
	April 2019	Senior Corporate Officer, Vice President of Precision Spring and Components Division
	January 2020	Senior Corporate Officer, Vice President of Engineering Division and Director of Quality Control Department
	April 2021	Senior Corporate Officer, Vice President of Engineering Division
	April 2023	Executive Corporate Officer, President of Precision Spring and Components Division (present)

Number of shares owned 15,932 shares (as of September 30, 2024)

(2) Masayuki Horie

New job titles	Representative Member of the Board, Executive Vice President	
Birthplace	Chiba Prefecture	
Final Education	March 1986	Seijo University, Faculty of Economics
Date of birth	April 19, 1960 (62 years old)	
Current address	Kanagawa prefecture	
Career summary	April 1986	Joined the Company
	April 2017	Corporate Officer, Vice President of Suspension Spring Division and Director of Administration Department
	January 2019	Corporate Officer, Vice President of Industrial Machinery and Equipment Division
	April 2019	Corporate Officer, Vice President of Industrial Machinery and Equipment Division & Director of Administration Department
	April 2021	Senior Corporate Officer, President of Industrial Machinery and Equipment Division
	April 2024	Executive Corporate Officer, President of Industrial Machinery and Equipment Division (present)

Number of shares owned 2,292 shares (as of September 30, 2024)