



February 27, 2026

News Release  
(Translation)

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Representative: Ikuo Oshiro, President and  
CEO  
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### Notice Concerning Changes in Corporate Officers and Changes in Directors' Responsibilities

Fukoku Co., Ltd. (the "Company") hereby announces that it has resolved to make the following changes in Corporate Officers and Changes in Directors' responsibilities, at a meeting of the Board of Directors held on February 27, 2026.

#### 1. Changes in Corporate Officers

##### (1) Newly Appointed Corporate Officer

New Position	Name	Current Position	Date of appointment
Corporate Officer, Head of China Area, Chairman and General Manager, Fukoku (Shanghai) Trading Co., Ltd.	Sadayasu Miyayama	Chairman and General Manager of Fukoku (Shanghai) Trading Co., Ltd.	April 1, 2026

##### (2) Reasons for the change

Mr. Sadayasu Miyayama has achieved outstanding results in sales for the Anti-vibration business as a member of the Sales Division since joining our company. He has served as a section manager and general manager at headquarters and possesses strong organizational management capabilities. Since his appointment as Chairman and General Manager of Fukoku (Shanghai) Trading in July 2025, he has demonstrated management ability and leadership while focusing on sales activities and operational management of the China location. We have determined that he is fully qualified to assume management responsibilities as a Corporate Officer and Head of the China Area.

## 2. Changes in Directors' responsibilities

In order to strengthen overseas business development and expand our business, the following changes will be made effective from April 2026.

### <Directors>

New Position	Name	Current Position
Director and Chairperson	Takashi Ogawa	Director and Chairperson
President and CEO	Ikuo Oshiro	President and CEO
Director and Corporate Officer, in charge of Business Management, Sales Headquarters, Safety and Quality Headquarters, in charge of Overseas Group Companies	Masahiro Emura	Director and Corporate Officer, in charge of Business Management, Sales Headquarters, Safety and Quality Headquarters and North America area
CTO Director and Corporate Officer in charge of technology, General Manager of Business Creation Office	Izumi Watanabe	CTO Director and Corporate Officer in charge of technology, General Manager of Business Creation Office
CFO Director and Corporate Officer Head of Corporate Headquarters in charge of Purchasing department	Yoshisuke Matsuoka	CFO Director and Corporate Officer Head of Corporate Planning Headquarters, Head of Administration Headquarters, in charge of Purchasing department
Director (Part-time) President of Fukoku Korea Co., Ltd., Qingdao Fukoku Co., Ltd. and FKC America, Inc.	Ikjun Kwon	Director (Part-time) President of Fukoku Korea Co., Ltd., Qingdao Fukoku Co., Ltd., in charge of China area
Outside Director	Robert H. Janson	Outside Director
Outside Director	Hiroko Shimizu	Outside Director
Outside Director	Yutaka Koizumi	Outside Director
Director (Audit and Supervisory Committee Member)	Takashi Kimura	Director (Audit and Supervisory Committee Member)
Director (Audit and Supervisory Committee Member, outside)	Yasuhiro Fujiwara	Director (Audit and Supervisory Committee Member, outside)
Director (Audit and Supervisory Committee Member, outside)	Yoshifumi Akazawa	Director (Audit and Supervisory Committee Member, outside)

<Corporate Officers>

(For reference)

New Position	Name	Current Position
Head of Technology Development Headquarters in charge of Production Engineering Department	Mitsuo Kuzukawa	Head of Technology Development Headquarters, in charge of Production Engineering Department
General Manager of Anti-vibration Business Division in charge of Mixing Department	Katsuyuki Sudo	General Manager of Anti-vibration Business Division, in charge of Mixing Department
General Manager of Functional Parts Division, in charge of Bio Department	Kazuhiko Sato	General Manager of Functional Parts Division, in charge of Bio Department
Head of ASEAN and India Area, President of Siam Fukoku Co., Ltd.	Makoto Ito	Head of ASEAN Area, President of Siam Fukoku Co., Ltd.
Deputy Head of Corporate Headquarters, General Manager of Corporate Planning Department, in charge of Domestic Group Companies	Norio Nakatsugawa	Deputy Head of Planning Headquarters, General Manager of Business Strategy Office and Finance Department, in charge of Domestic Group Companies
Head of Sales Headquarters, General Manager of the 2nd Sales Department	Yasuyuki Nunomura	Head of Sales Headquarters, General Manager of the 2nd Sales Department
Head of China Area, Chairman and General Manager of Fukoku (Shanghai) Trading Co., Ltd.	Sadayasu Miyayama	Chairman and General Manager of Fukoku (Shanghai) Trading Co., Ltd.

\*Note: This document is a translation from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

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