

February 28, 2005

## **RE: The Senior Management Changes**

I am pleased to announce that at the meeting of the Board of Directors held on February 25, 2005, I became Chairman and Representative Director, and Mr. Toshio Kobayashi, a cousin to me, succeeded to President and Representative Director (from Executive Vice President).

I would like to introduce you the background of our new President as follows.

### Background:

September 21, 1950; Born in Fuji City of Shizuoka Prefecture

February, 1988; Entered Kobayashi

In charge of Production Administration Dept.

April, 1994; General Manager, Planning and Information Processing Dept.

February, 1996; Member of the Board of Directors

February, 2001; Managing Director

February, 2003; Executive Vice President

### Related Company:

November, 2002; Member of the Board of Directors, Yueli Kobayashi

Machinery, our joint venture company in China.

I hope that he may receive your further favor in the future.

Sincerely yours,

Shogo Kobayashi

Chairman

Kobayashi Engineering Works, Ltd.