



November 28, 2025

To whom it may concern:

Company name: Nabtesco Corporation
Representative: Kazumasa Kimura, Representative Director,
President & CEO
(Securities code: 6268; Prime Section of the Tokyo Stock Exchange)
Contact: Yasushi Minegishi, General Manager,
Corporate Communication Department
(Tel. +81-3-5213-1134)

Announcement of Changes in Representative Directors and Directors

Nabtesco Corporation hereby announces that it has passed a resolution on changes in representative directors and directors at its Board of Directors' meeting held today, in consideration of the results of deliberations made by the Nominating Committee, which is an advisory body to the Board of Directors.

The changes will officially be decided subject to resolutions to be made at the 23rd Ordinary General Meeting of Shareholders, scheduled to be held in late March 2026, and the subsequent Board of Directors' meeting.

I. Change of representative directors

1. Reason

Nabtesco Corporation decides to strengthen and empower management structure through its renewal, for the purpose of sustainable growth and enhancement of corporate value.

2. Candidate for new representative directors

New post	Name	Current post
Representative Director, Managing Executive Officer	Hiroshi Usui	Director, Executive Officer

3. Scheduled date

Late March 2026

Biography

Name	Hiroshi Usui
Date of Birth	Apr. 22, 1965
Place of Birth	Gifu Prefecture
Education	Gifu University, Faculty of Engineering (1989)
Work Experience	
Dec. 2009	General Manager of the Engineering Department, Aerospace Company of Nabtesco Corporation
Apr. 2013	General Manager of the Planning Department, Aerospace Company of Nabtesco Corporation
Mar. 2017	President of Nabtesco Aerospace Inc.
Jan. 2020	Executive Officer of Nabtesco Corporation, General Manager of the Planning Department, Aerospace Company
Jan. 2023	Vice President of the Aerospace Company, and Plant Manager of the Gifu Plant of Nabtesco Corporation
Jan. 2025	Corporate Planning, Accounting & Finance, Information Systems, and Corporate Communication of Nabtesco Corporation (to present)
Mar 2025	Director of Nabtesco Corporation (to present)

Number of shares of the Company held: 2,308 (as of June 30, 2025)

II. Changes in directors

1. Candidates for new directors

New post	Name	Current post
Director, Managing Executive Officer	Michihito Suzuki	Managing Executive Officer
Outside Director	Shinako Matsuyama	Project sub-leader, Tokyo Electron Limited, Inc. Outside Director, TANAKA SEIMITSU KOGYO CO.,LTD.

2. Directors scheduled for retirement

Name	Current post
Kiyoshi Ando	Director
Toshiya Takahata	Outside Director

3. Scheduled date

Late March 2026

III. Changes in Audit & Supervisory Board Member

None

IV. Board of Directors and Audit & Supervisory Board Members

1. Board of Directors

	New post	Name	Current post
Reappointment	Representative Director	Kazumasa Kimura	(Same as left)
Reappointment	Representative Director	Seiji Takahashi	(Same as left)
Promotion	Representative Director	Hiroshi Usui	Director
New appointment	Director	Michihito Suzuki	Managing Executive Officer
Reappointment	Outside Director	Mari Iizuka	(Same as left)
Reappointment	Outside Director	Naoko Mizukoshi	(Same as left)
Reappointment	Outside Director	Naoki Hidaka	(Same as left)
Reappointment	Outside Director	Seiichiro Shirahata	(Same as left)
New appointment	Outside Director	Shinako Matsuyama	Project sub-leader, Tokyo Electron Limited, Inc. Outside Director, TANAKA SEIMITSU KOGYO CO.,LTD.

2. Audit & Supervisory Board Members

New post	Name	Current post
Audit & Supervisory Board Member	Koji Nakano	(Same as left)
Audit & Supervisory Board Member	Yasuhito Nakagawa	(Same as left)
Audit & Supervisory Board Member (Independent)	Tetsuro Hirai	(Same as left)
Audit & Supervisory Board Member (Independent)	Masatoshi Hitomi	(Same as left)
Audit & Supervisory Board Member (Independent)	Yasuhiro Tanabe	(Same as left)

End