



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,
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New Management Structure and Changes in Officers

Nabtesco Corporation hereby announces that it has passed a resolution on its reorganization, new management structure and changes in officers as of January 1, 2026 at its Board of Directors' meeting held today, as detailed below.

I. Management Structure

	Post	Name	New duties	Current duties
Reappointment	President	Kazumasa Kimura	Chief Executive Officer (CEO)	(Same as left)
Reappointment	Managing Executive Officer	Seiji Takahashi	General Administration, Human Resources and Legal & Compliance	(Same as left)
Reappointment	Managing Executive Officer	Michihito Suzuki	President, Railroad Products Company	(Same as left)
Promotion	Managing Executive Officer	Hiroshi Usui	Corporate Planning, Accounting & Finance, Information Systems, and Corporate Communication	(Same as left)
Promotion	Managing Executive Officer	Takeshi Hanafusa	President, Accessibility Innovations Company	(Same as left)
Reappointment	Executive Officer	Kiyoshi Ando	Representative Director and CEO, Comtesco Corporation	Component Solutions Segment, President, Power Control Company, and Representative Director and CEO, Comtesco Corporation
Reappointment	Executive Officer	Ataru Inoue	President, Nabtesco Automotive Co., Ltd.	(Same as left)
Reappointment	Executive Officer	Yukihiro Mizutani	President, Marine Control Systems Company	(Same as left)
Reappointment	Executive Officer	Koichi Miyaguchi	General Manager, Innovation Strategy Division, and CVC Promotion Department	(Same as left)
Reappointment	Executive Officer	Masakazu Kurita	Deputy General Manager, Innovation Strategy Division, and General Manager, New Business Promotion Department	(Same as left)

	Post	Name	New duties	Current duties
Reappointment	Executive Officer	Tomoaki Shiramizu	General Manager, Production Innovation Division	(Same as left)
Reappointment	Executive Officer	Akihito Enomoto	Responsible for Sales Management, and General Manager, Sales Business Development Department, Railroad Products Company	(Same as left)
Reappointment	Executive Officer	Hiroshi Nerima	President, Nabtesco Technology Ventures AG	(Same as left)
Reappointment	Executive Officer	Hiroki Higuchi	President, Precision Equipment Company	(Same as left)
Reappointment	Executive Officer	Tomohiro Kiriya	Senior General Manager, Technology and R&D Division, and Innovation Strategy Division	(Same as left)
Reappointment	Executive Officer	Kazumasa Shimizu	President, Nabtesco Service Co., Ltd.	(Same as left)
Reappointment	Executive Officer	Hiroki Mori	General Manager, Sales Management Department and Sales Business Development Department, Precision Equipment Company	(Same as left)
Reappointment	Executive Officer	Isao Ohashi	Deputy Senior General Manager, Technology and R&D Division, and in charge of Smart Motion Control (SMC) technology	(Same as left)
Reappointment	Executive Officer	Sakiko Honda	General Manager, Human Resources Department, and President, Nabtesco Link Co., Ltd.	(Same as left)
Reappointment	Executive Officer	Masaru Sasaki	General Manager, Corporate Planning Department, and Innovation Strategy Division	(Same as left)
Reappointment	Executive Officer	Masaru Sakamoto	Director, Nabtesco Automotive Co., Ltd.	(Same as left)
Reappointment	Executive Officer	Atsushi Takabatake	Director, PACRAFT Co., Ltd.	(Same as left)
New appointment	Executive Officer	Shigehiko Mitsuno	Responsible for Platform Door and Assistive Products Business Unit, Accessibility Innovations Company	(Same as left)
New appointment	Executive Officer	Naruto Tanaka	President, Aerospace Company	General Manager, Planning Department, Aerospace Company

II. Corporate Officers and duties

	Post	Name	New duties	Current duties
Reappointment	Corporate Officer	Shigeyoshi Kamakari	General Manager, Planning Department, Precision Equipment Company	(Same as left)
Reappointment	Corporate Officer	Daisuke Numata	General Manager, Planning Department, Railroad Products Company	(Same as left)
Reappointment	Corporate Officer	Yasuo Matsumoto	T.S. MECHATECH Co., Ltd.	General Manager, Information System Department, and Innovation Strategy Division
Reappointment	Corporate Officer	Norihide Yanagida	General Manager, Sales Department, Railroad Products Company	(Same as left)
Reappointment	Corporate Officer	Soichiro Hirotsu	Plant Manager, Gifu Plant, Aerospace Company	(Same as left)
Reappointment	Corporate Officer	Hidekazu Itakura	General Manager, Planning Department, Accessibility Innovations Company	(Same as left)
Reappointment	Corporate Officer	Osamu Nohara	General Manager, CMFS Business Promotion Department, Innovation Strategy Division	(Same as left)
Reappointment	Corporate Officer	Hiroshi Ito	Plant Manager, Seishin Plant, Marine Control Systems Company	(Same as left)
Reappointment	Corporate Officer	Hideo Kato	Plant Manager, Konan Plant, Accessibility Innovations Company	(Same as left)
Reappointment	Corporate Officer	Jun Hirose	Plant Manager, Hamamatsu Plant, Precision Equipment Company	(Same as left)
Reappointment	Corporate Officer	Masachiyo Fukuishi	Plant Manager, Tsu Plant, Precision Equipment Company	(Same as left)
Reappointment	Corporate Officer	Kojiro Hayashi	Responsible for Technical Division, Accessibility Innovations Company	Technical Manager, Accessibility Innovations Company
New appointment	Corporate Officer	Makoto Ideguchi	General Manager, Planning Department, Marine Control Systems Company	(Same as left)

III. Changes in Executive Officers

New Post	Name	Current post
Managing Executive Officer	Hiroshi Usui	Executive Officer
Managing Executive Officer	Takeshi Hanafusa	Executive Officer
Executive Officer	Shigehiko Mitsuno	Corporate Officer
Executive Officer	Naruto Tanaka	Corporate Officer

IV. Executive Officers scheduled for retirement

Name	Current post
Norimasa Takagi	Managing Executive Officer
Kiyoshi Ando*	Executive Officer

*Scheduled to retire Executive Officer after the 23rd Ordinary General Meeting of Shareholders, scheduled to be held in late March 2026.

End