



November 30, 2020

To whom it may concern:

Company name: Nabtesco Corporation  
 Representative: Katsuhiko Teramoto,  
 Representative Director, President & CEO  
 (Securities code: 6268; 1st Section, Tokyo Stock Exchange)  
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### Reorganization, 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, 2021 at its Board of Directors' meeting held today, as detailed below.

#### I. Reorganization

##### 1. Details

The Business Transformation Division of the Corporate Headquarters will be abolished and replaced with the Business Transformation Department to be newly established.

##### 2. Reason for the reorganization

The Business Transformation Division was established in August 2017 for the implementation of the internal activity called "Work Style Reform Stage-up 2.0." Since then the Division has been working to increase the productivity of the administrative departments. However, it will be abolished at the end of its predefined activity period and replaced with the Business Transformation Department, which will be newly established to take over the activity in order to deal with the ongoing issues.

#### II. Management Structure

	Post	Name	New duties	Current duties
Reappointment	President	Katsuhiko Teramoto	Chief Executive Officer (CEO)	(Same as left)
Reappointment	Senior Managing Executive Officer	Daisuke Hakoda	President, Accessibility Innovations Company	(Same as left)
Reappointment	Managing Executive Officer	Shigeru Naoki	President, Railroad Products Company	(Same as left)
Reappointment	Managing Executive Officer	Akiyoshi Kitamura	President, Toyo Jidoki Co., Ltd.	(Same as left)
Reappointment	Managing Executive Officer	Atsushi Habe	Corporate Planning, Accounting & Finance, Information Systems, Business Transformation and Corporate Communication	President, Precision Equipment Company

	Post	Name	New duties	Current duties
Reappointment	Managing Executive Officer	Shoji Ijuin	General Administration, Human Resources and Legal & Compliance	(Same as left)
Promotion	Managing Executive Officer	Tadashige Eto	President, Marine Control Systems Company	(Same as left)
Promotion	Managing Executive Officer	Kazumasa Kimura	Component Solutions Segment, Senior General Manager, Technology and R&D Division, and in charge of Production Innovation	Corporate Planning, Accounting & Finance, Information Systems and Corporate Communication
Reappointment	Executive Officer	Kiyoshi Ando	President, Power Control Company	Deputy Senior General Manager, Technology and R&D Division
Reappointment	Executive Officer	Norimasa Takagi	President, Aerospace Company	(Same as left)
Reappointment	Executive Officer	Koji Nakano	President, Shanghai Nabtesco Hydraulic Co., Ltd.	(Same as left)
Reappointment	Executive Officer	Ataru Inoue	President, Nabtesco Automotive Corporation	(Same as left)
Reappointment	Executive Officer	Yukihiro Mizutani	Vice President, Accessibility Innovations Company, and Responsible for Domestic Businesses	Responsible for Domestic Businesses, Accessibility Innovations Company
Reappointment	Executive Officer	Seiji Takahashi	Vice President, Accessibility Innovations Company, and Responsible for Business Management & Governance	General Manager, Human Resources Department, Business Transformation Division and President, Nabtesco Link Co., Ltd.
Reappointment	Executive Officer	Toshiya Fujiwara	President, Precision Equipment Company	Responsible for production, Plant Manager, Tsu Plant, General Manager, General Administration Department and Manufacturing Department, and Project Leader, Hamamatsu Plant construction project, Precision Equipment Company
Reappointment	Executive Officer	Michihito Suzuki	Responsible for technology, Railroad Products Company	(Same as left)
Reappointment	Executive Officer	Yasuhito Nakagawa	General Manager, Production Innovation Division	(Same as left)
Reappointment	Executive Officer	Koichi Miyaguchi	Plant Manager, Kobe Plant, Railroad Products Company	(Same as left)
Reappointment	Executive Officer	Hiroshi Usui	General Manager, Planning Department, Aerospace Company	(Same as left)
Reappointment	Executive Officer	Masakazu Kurita	Responsible for production, Plant Manager, Tsu Plant and Project Leader, Hamamatsu Plant construction project, Precision Equipment Company	General Manager, Sales Management Department and Sales Business Development Department, Precision Equipment Company

### III. Corporate Officers and duties

	Post	Name	New duties	Current duties
Reappointment	Corporate Officer	Akihito Enomoto	Responsible for sales management, General Manager, Sales Department, Railroad Products Company	(Same as left)
Reappointment	Corporate Officer	Isao Ohashi	Plant Manager, Gifu Plant, Aerospace Company	(Same as left)
Reappointment	Corporate Officer	Toshihiro Matsumoto	General Manager, Strategic Business Development Department, Technology and R&D Division	(Same as left)
Reappointment	Corporate Officer	Hiroki Mori	General Manager, Sales Management Department and Sales Business Development Department, Precision Equipment Company	General Manager, Product Development Department, Precision Equipment Company
Reappointment	Corporate Officer	Hiroki Higuchi	General Manager, Corporate Planning Department	(Same as left)
Reappointment	Corporate Officer	Tomoaki Shiramizu	Responsible for production, and Plant Manager, Tarui Plant, Power Control Company	(Same as left)
Reappointment	Corporate Officer	Hiroshi Nerima	President, Nabtesco Technology Ventures AG	(Same as left)
Reappointment	Corporate Officer	Hiroyuki Aburano	Deputy General Manager, Production Innovation Division and General Manager, Manufacturing Engineering Department, Production Innovation Division (stationed at Kobe Plant)	(Same as left)
Reappointment	Corporate Officer	Kazumasa Shimizu	General Manager, Planning Department, Marine Control Systems Company	(Same as left)
Reappointment	Corporate Officer	Tomohiro Kiriyama	General Manager, Nabtesco R&D Center and General Manager, AM Engineering Department	General Manager, Nabtesco R&D Center
Reappointment	Corporate Officer	Yoshimasa Tanaka	Director, Toyo Jidoki Co., Ltd.	(Same as left)
Reappointment	Corporate Officer	Shigeyoshi Kamakari	General Manager, Accounting & Finance Department	(Same as left)
Reappointment	Corporate Officer	Daisuke Numata	Senior Vice President, Nabtesco Europe GmbH	(Same as left)
Reappointment	Corporate Officer	Masaru Sasaki	General Manager, Human Resources Department, Business Transformation Department and President, Nabtesco Link Co., Ltd.	General Manager, Planning Department, Railroad Products Company
New appointment	Corporate Officer	Hiroshi Yagura	General Manager, Sales Department, Power Control Company	(Same as left)
New appointment	Corporate Officer	Takeshi Hanafusa	Plant Manager, Konan Plant, Accessibility Innovations Company	(Same as left)

	Post	Name	New duties	Current duties
New appointment	Corporate Officer	Masaru Sakamoto	General Manager, Planning Department, Precision Equipment Company	(Same as left)
New appointment	Corporate Officer	Yasuo Matsumoto	General Manager, Information System Department, and Business Transformation Department	General Manager, Information System Department, and Senior Manager, Business Transformation Division
New appointment	Corporate Officer	Sakiko Honda	General Manager, Legal & Compliance Department	(Same as left)
New appointment	Corporate Officer	Shigehiko Mitsuno	General Manager, Platform Door Business Unit, Accessibility Innovations Company (stationed at the Tokyo head office)	(Same as left)

#### IV. Fellows and duties

	Post	Name	New duties	Current duties
Reappointment	Fellow	Toshiharu Hibino	Responsible for System Development, Technology & R&D Division	(Same as left)

#### V. Changes in Executive Officers

New Post	Name	Current post
Managing Executive Officer	Tadashige Eto	Executive Officer
Managing Executive Officer	Kazumasa Kimura	Executive Officer

#### VI. Executive Officers scheduled for retirement

Name	Current post
Shinji Juman	Senior Managing Executive Officer
Toshiaki Akita	Managing Executive Officer
Yukihiro Imuta	Managing Executive Officer

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