



November 30, 2018

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 (hereinafter, “Nabtesco”) hereby announces that it has passed a resolution on its reorganization, new management structure and changes in officers as of January 1, 2019 at its Board of Directors’ meeting held today.

I. Reorganization

1. Details

- (1) We will establish a managerial position and organization for the supervision of the Precision Equipment Company (engaged in the precision reduction gear business) and Power Control Company (engaged in the hydraulic equipment business) in the Component Solutions Segment.
- (2) We will abolish the Advanced Mobility System Division of the Technology & R&D Division.

2. Reason for the reorganization

- (1) Based on the current in-house company system, we need to establish a new managerial position and organization to generate more synergies in a cross-organizational manner.
- (2) The Division will be dissolved to speed up the generation of synergies between Nabtesco, OVALO and adcos toward the future.

II. Management structure (As of January 1, 2019)

	Post	Name	New duties	Current duties
Reap point ment	President	Katsuhiro Teramoto	Chief Executive Officer	(Same as left)
Reap point ment	Managing Executive Officer	Shinji Juman	Managing Executive Officer, Component Solution Segment President, Power Control Company, and in charge of Production Innovation	President, Precision Equipment Company, and in charge of Production Innovation
Reap point ment	Managing Executive Officer	Daisuke Hakoda	President, Accessibility Innovations Company	Managing Executive Officer, Corporate Planning, Accounting & Finance, Information Systems, Corporate Communication and Human Resources
Reap point ment	Managing Executive Officer	Yukihiro Imuta	General Manager, Business Transformation Division	(Same as left)
Reap point ment	Managing Executive Officer	Shigeru Naoki	President, Railroad Products Company	(Same as left)
Prom otion	Managing Executive Officer	Goro Hashimoto	Managing Executive Officer, General Administration, Human Resources and Legal & Compliance	Executive Officer, General Administration and Legal & Compliance
Prom otion	Managing Executive Officer	Toshiaki Akita	Senior General Manager, Technology and R&D Division	(Same as left)
Reap point ment	Executive Officer	Kiyoshi Ando	Deputy Senior General Manager, Technology and R&D Division, and in charge of Business Innovation	Deputy Senior General Manager, Technology and R&D Division, in charge of Innovation and General Manager, Advanced Mobility System Division
Reap point ment	Executive Officer	Norimasa Takagi	President, Aerospace Company	(Same as left)
Reap point ment	Executive Officer	Shoji Ijuin	Vice President, Railroad Products Company, sales management	(Same as left)
Reap point ment	Executive Officer	Akiyoshi Kitamura	President, Toyo Jidoki Co., Ltd.	(Same as left)

Reap point ment	Executive Officer	Atsuh Haba	President, Precision Equipment Company	Vice President and General Manager of Sales Management Department, Precision Equipment Company
Reap point ment	Executive Officer	Kazumasa Kimura	Executive Officer, Corporate Planning, Accounting & Finance, Information Systems and Corporate Communication	President, Power Control Company
Reap point ment	Executive Officer	Tadashige Eto	President, Marine Control Systems Company	President, Nabtesco Service Co., Ltd.
Reap point ment	Executive Officer	Isao Shimizu	General Manager, Production Innovation Division	(Same as left)
Reap point ment	Executive Officer	Koji Nakano	President, Shanghai Nabtesco Hydraulic Co., Ltd.	(Same as left)
Reap point ment	Executive Officer	Ataru Inoue	President, Nabtesco Automotive Co., Ltd.	Vice President, Nabtesco Automotive Co., Ltd.
Reap point ment	Executive Officer	Yukihiro Mizutani	Responsible for Domestic Businesses and General Manager of Product Management Department, Accessibility Innovations Company	(Same as left)
Reap point ment	Executive Officer	Seiji Takahashi	General Manager, Human Resources Department, Business Transformation Division and President, Nabtesco Link Co., Ltd.	(Same as left)
New appoi ntme nt	Executive Officer	Toshiya Fujiwara	Plant Manager, Tsu Plant and General Manager, General Administration Department, Precision Equipment Company	(Same as left)

Note: The official appointment of directors of Group companies is subject to resolutions to be made at the ordinary general meetings of shareholders and Board of Directors' meetings of the respective companies.

III. Corporate Officers and duties (As of January 1, 2019)

	Post	Name	New post	Current post
Reappointment	Corporate Officer	Michihito Suzuki	Responsible for technology, Railroad Products Company	In charge of promotion of European railroad business, President, Nabtesco Oclap S.r.l.
Reappointment	Corporate Officer	Koichi Miyaguchi	Plant Manager, Kobe Plant and General Manager, Procurement Department, Railroad Products Company	Plant Manager, Kobe Plant and General Manager, Manufacturing Department, Railroad Products Company
Reappointment	Corporate Officer	Manabu Yoshimi	Director, Nabco Door, Ltd.	(Same as left)
Reappointment	Corporate Officer	Kazuo Sumigawa	President, Nabtesco Service Co., Ltd.	Director, Nabtesco Service Co., Ltd.
Reappointment	Corporate Officer	Akihito Enomoto	General Manager, Sales Department, Railroad Products Company	(Same as left)
Reappointment	Corporate Officer	Isao Ohashi	Responsible for sales management, Aerospace Company	(Same as left)
Reappointment	Corporate Officer	Hiroshi Usui	President, Nabtesco Aerospace, Inc.	(Same as left)
Reappointment	Corporate Officer	Osamu Kikuchi	General Manager, Intellectual Property Department and General Manager, Nabtesco R&D Center, Technology and R&D Division	(Same as left)
Reappointment	Corporate Officer	Kenichi Kikuchi	General Manager, Business Auditing Department	(Same as left)
Reappointment	Corporate Officer	Toshihiro Matsumoto	General Manager, Strategic Business Development Department, Technology and R&D Division	In charge of promoting incubation projects, Technology and R&D Division
Reappointment	Corporate Officer	Yasuhito Nakagawa	President, Nabtesco (China) Precision Equipment Co., Ltd.	(Same as left)
Reappointment	Corporate Officer	Masakazu Kurita	General Manager, Sales Management Department, Precision Equipment Company	General Manager, Planning Department, Precision Equipment Company

Reappointment	Corporate Officer	Hiroki Mori	General Manager, Product Development Department, Precision Equipment Company	General Manager, Product Development Department and Design Department, Precision Equipment Company
Reappointment	Corporate Officer	Hiroki Higuchi	General Manager, Corporate Planning Department	(Same as left)
New appointment	Corporate Officer	Tomoaki Shiramizu	Plant Manager, Tarui Plant, Power Control Company	(Same as left)
New appointment	Corporate Officer	Hiroshi Nerima	President, Nabtesco Technology Ventures AG	(Same as left)
New appointment	Corporate Officer	Hiroyuki Aburano	General Manager, Manufacturing Engineering Department, Production Innovation Division	(Same as left)

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IV. Fellows and duties (As of January 1, 2019)

	Post	Name	New duties	Current duties
Reappointment	Fellow	Seiichi Inoue	Responsible for quality promotion, Technology and R&D Division	(Same as left)
Reappointment	Fellow	Toshiharu Hibino	Responsible for technology, Nabtesco R&D Center, Technology and R&D Division	(Same as left)

V. Changes in Executive Officers (As of January 1, 2019)

New post	Name	Current post
Managing Executive Officer	Goro Hashimoto	Executive Officer
Managing Executive Officer	Toshiaki Akita	Executive Officer
Executive Officer	Toshiya Fujiwara	Corporate Officer

VI. Executive Officers scheduled for retirement (As of January 1, 2019)

New post	Name	Current post
—*	Koji Kaminaka	Managing Executive Officer
Part-time Advisor	Taizo Tsurii	Managing Executive Officer
Part-time Advisor	Shigeto Kunii	Executive Officer
Part-time Advisor	Michio Ogawa	Executive Officer

* Will become a part-time advisor subject to resolutions to be made at the 16th Ordinary General Meeting of Shareholders, scheduled to be held in late March 2019, and the subsequent Board of Directors' meeting.

Ends