

**Announcement of Personnel Changes
(effective as of January 1, 2020)**

December 20, 2019

Nissha Co., Ltd.

● Directors of the Board

Name	New position
Junya Suzuki	Chairman of the Board, President and CEO Chairman of Sustainability Committee General Manager of Industrial Materials Business Unit (concurrent post)
Daisuke Inoue	Director of the Board Executive Vice President General Manager of Devices Business Unit Chief Human Resources Officer Senior Director of Human Resources, General Affairs and Legal Affairs Interim General Manager of Industrial Materials Business Unit (concurrent post) Director of Tokyo Division Headquarters
Wataru Watanabe	Director of the Board Executive Vice President Chief Strategy Officer Senior Director of Sustainability Senior Director of Investor Relations Director of Corporate Strategy Planning Director of New Business Development

- Corporate Officers

Name	New position
Ryomei Omote	Senior Vice President Senior Director of Devices Business Unit, Development and Procurement Senior Director of Product and Business Development Office, Product and Business Planning
Hidenori Yamaguchi	Senior Vice President Chief Quality Officer Director of Total Quality Management Office Director of AI Project Promotion Office
Hisashi Iso	Vice President Senior Director of Industrial Materials Business Unit, Customer Relationship Management (Life Products and Sustainable Package) and Procurement
Masaru Terashita	Vice President Senior Director of Industrial Materials Business Unit, Customer Relationship Management (Mobility), Development and Engineering
Takeo Sugano	Vice President Senior Director of Devices Business Unit, Business Strategy Planning and Customer Relationship Management Director of Business Strategy Planning, Devices Business Unit
Atsushi Sugihara	Vice President Senior Director of Industrial Materials Business Unit, Production and Quality
Kazuhiro Nishikawa	Vice President Senior Director of Devices Business Unit, Engineering and Supply Chain Management

- Nissha Fellow

Name	New position
Keiji Kishi	Nissha Fellow Director of Kishi Laboratory

- Managers

Name	New position
Ai Takahashi	Director of Secretary's Office
Yuichiro Ogura	Director of Customer Relationship Management, Industrial Materials Business Unit
Yasuhide Fukada	Director of Project Engineering, Industrial Materials Business Unit
Takaaki Terawaki	Director of Engineering Development, Devices Business Unit
Hayato Nakaya	Director of Engineering Development, Devices Business Unit
Kazuto Nakamura	Director of Engineering Development, Devices Business Unit
Kenji Imai	Director of Procurement and Sourcing, Devices Business Unit
Masahiro Tsuji	Director of Quality Assurance, Devices Business Unit