

**Announcement of Personnel Changes
(effective as of January 1, 2021)**

December 18, 2020

Nissha Co., Ltd.

• Directors of the Board

Name	New Position
Daisuke Inoue	Director of the Board Senior Executive Vice President General Manager of Devices Business Unit Senior Director of Human Resources, General Affairs and Legal Affairs Director of Tokyo Division Headquarters
Wataru Watanabe	Director of the Board Executive Vice President Chief Strategy Officer Director of Corporate Strategy Planning Senior Director of New Business Development office Senior Director of Sustainability Senior Director of Investor Relations
Takao Hashimoto	Director of the Board Special Assistant to President

• Corporate Officers

Name	New Position
Yutaka Nishimoto	Executive Vice President Chief Quality and Production Officer Director of Total Quality Management Office Director of Total Production Management Office Senior Director of Devices Business Unit, Quality and Production Representative Director, Nitec Precision and Technologies, Inc.
Sam Heleba	Executive Vice President General Manager of Medical Technologies Business Unit Chief Executive Officer, Graphic Controls Holdings, Inc.
Hisashi Iso	Senior Vice President General Manager of Industrial Materials Business Unit Director of Marketing, Industrial Materials Business Unit

Name	New Position
Ryomei Omote	Senior Vice President Chief Technology Officer Senior Deputy Director of New Business Development Office Director of Product Development, New Business Development Office
Hidenori Yamaguchi	Senior Vice President Director of AI Project Promotion Office
Atsushi Sugihara	Senior Vice President Senior Director of Industrial Materials Business Unit, Production and Quality Representative Director, Nitec Industries, Inc.
Takeo Sugano	Vice President Senior Director of Devices Business Unit, Marketing and Customer Relationship Management
Shuzo Okumura	Vice President Senior Director of Medical Technologies Business Unit Director of Business Promotion, Medical Technologies Business Unit Director of Medical Management Office
Kazuhiro Nishikawa	Vice President Senior Director of Devices Business Unit, Development, Engineering, Procurement and Supply Chain Management
Satoshi Aoki	Vice President Director of Corporate Human Resources and Employee Benefits

• Managers

Name	New Position
Chuzo Taniguchi	Director of Advanced Basic Technology Development, New Business Development Office
Hiroaki Suzuki	Director of RB Business and Product Development, New Business Development Office
Keiji Kishi	Nissha Senior Fellow Director of Kishi Laboratory, New Business Development Office
Seiichi Yamazaki	Nissha Fellow Director of Yamazaki Laboratory, New Business Development Office

Name	New Position
Nobuo Hara	Director of Intellectual Property Management, New Business Development Office
Hitoshi Koya	Special Assistant to CFO, Global Finance
Takeshi Otoshi	Director of Corporate Supply Chain Management
Shuji Maeda	Director of Business Strategy Planning, Devices Business Unit
Masahiro Tsuji	Director of Marketing, Devices Business Unit
Hayato Nakaya	Director of Engineering Development, Devices Business Unit
Takaaki Terawaki	Director of Engineering Development, Devices Business Unit
Masanobu Haruo	Vice President, Nitec Precision and Technologies, Inc. Director of Quality Assurance, Devices Business Unit