

Announcement of Personnel Changes (effective as of January 1, 2025)

December 20, 2024

Nissha Co., Ltd.

● Directors of the Board

Name	New Position
Hisashi Iso	Director of the Board Senior Executive Vice President Industrial Materials Business Unit
Daisuke Inoue	Director of the Board Senior Executive Vice President Devices Business Unit Legal Affairs Chairman of Risk Management and Compliance Committee
Yutaka Nishimoto	Director of the Board Chief Quality and Production Officer Senior Executive Vice President Total Quality Management Total Production Management Pharmaceutical and Medical Device Affairs Corporate Procurement and Logistics Quality, Production, and Procurement, Devices Business Unit Representative Director, Nissha Precision and Technologies, Inc.

● Corporate Officers

Name	New Position
Atsushi Sugihara	Senior Vice President Production, Product Engineering, Quality and Global Molding, Industrial Materials Business Unit Representative Director, Nissha Industries, Inc.
Satoshi Aoki	Chief Human Resources Officer Senior Vice President General Affairs Health and Productivity Management Director, Tokyo Division Headquarters

Chuzo Taniguchi	Co-Chief Technology Officer Vice President Total Technology Management New Business Development Advanced Basic Technology Development
Shinichiro Kobayashi	Chief Information Officer Vice President Digital Transformation
Hayato Nakaya	Co-Chief Technology Officer Vice President Total Technology Management Development and Technology, Devices Business Unit
Yuichiro Ogura	Vice President Global Customer Relationship Management (Mobility), Industrial Materials Business Unit

● Corporate Officers (Retirement)

Name	New Position
Ryomei Omote	Advisor

● Fellows

Name	New Position
Keiji Kishi	Nissha Senior Fellow Director, Kishi Laboratory
Volker Schuster	Nissha Fellow, Nissha Innovation Center Europe Director, R&D, Nissha Innovation Center Europe

● Managers

Name	New Position
Takahiro Kikuichi	Director, Intellectual Property Management
Hiroki Takahashi	Director, Global Human Resources Management and Development

Daisuke Koshino	Director, Corporate Human Resources Planning and Employee Benefits
Tetsuya Ozaki	Director, Corporate Procurement and Logistics Management
Makoto Nomura	Director, Business Strategy Marketing, Industrial Materials Business Unit
Masaki Taniguchi	Director, Customer Relationship Management, Industrial Materials Business Unit
Kenji Nakagawa	Director, Customer Relationship Management, Industrial Materials Business Unit
Yo Otake	Director, Customer Relationship Management, Industrial Materials Business Unit
Koh Tezuka	Director, Sales and Account Management, Devices Business Unit
Ryo Iwadare	Director, Procurement and Sourcing, Devices Business Unit