

## Organizational Changes and Personnel Transfers

This is to announce that the following assignment changes of directors, organizational changes and personnel transfers were approved today by the board of directors.

### 1. Assignment Changes of Directors (effective as of January 1, 2019)

Name	New Assignment	Current Assignment
Senior Managing Director Hiroshi Kawanabe	Administrative Management Unit  Compliance	Human Resources & General Affairs Management Unit  M.I.S. Dept.  Compliance
Managing Director Koji Masunari	Industrial Optics Business Unit  Risk Management	Industrial Optics Business Unit  Marketing Communications Dept.  Risk Management

### 2. Organizational Changes (effective as of January 1, 2019)

#### (1) Administrative Management Unit

- Human Resources & General Affairs Management Unit and M.I.S. Dept. will be reorganized into newly established Administrative Management Unit.
- M.I.S. Dept. will be newly established under Administrative Management Unit.

#### (2) OEM Component Business Unit

- Division #1 and Division #2 in OEM Component Business Unit will be abolished.
- New Imaging Creation & Business Development Dept. will be abolished.
- Sales Dept. in Division #1 and Division #2 will be reorganized into Sales Dept. #1 and Sales Dept. #2 under OEM Component Business Unit.
- Design & Engineering Dept. in Division #1 and Division #2 will be reorganized into Design & Engineering Dept. #1 and Design & Engineering Dept. #2 under OEM Component Business Unit.
- Production Engineering Dept. will be newly established.

#### (3) Imaging Products Business Unit

- Marketing Communications Dept. will be merged with Imaging Products Business Unit.
- Marketing Planning Dept. will be newly established under Imaging Products Business Unit.

#### (4) Production Management & Administration Unit

- Owani Plant will be merged with Hirosaki Plant and Owani Production Dept. will be newly established under Hirosaki Plant.
- Production Dept. in Hirosaki Plant will be renamed as Hirosaki Production Dept.
- Procurement Center will be abolished and Production Planning Dept. and Procurement Dept. will be newly established under Hirosaki Plant.

#### (5) Product Development Management & Administration Unit

- Procurement Center will be abolished and Supply Chain Management & Sourcing Dept. will be newly established under Product Development Management & Administration Unit.

### 3. Executive Personnel Transfers (effective as of January 1, 2019)

Name	New Assignment	Current Assignment
Hideyuki Nonaka	Senior Executive Officer General Manager Corporate Business Planning & Administration Board  General Manager Legal & IP Management Board	Senior Executive Officer General Manager Corporate Business Planning & Administration Board
Tsutomu Tezuka	Executive Officer Assistant to the President	Executive Officer General Manager Legal & IP Management Board

### 4. Personnel Transfers (effective as of January 1, 2019)

Name	New Assignment	Current Assignment
Masakazu kato	General Manager Administrative Management Unit	General Manager Human Resources & General Affairs Management Unit
Takeshi Yoshimura	Manager Human Resources Dept., Administrative Management Unit	Manager Human Resources Dept., Human Resources & General Affairs Management Unit
Hidemi Kobayashi	Manager General Affairs Dept., Administrative Management Unit	Manager General Affairs Dept., Human Resources & General Affairs Management Unit
Koji Seki	Manager M.I.S. Dept., Administrative Management Unit	General Manager M.I.S. Dept.
Hisashi Suto	General Manager OEM Component Business Unit	General Manager OEM Component Business Unit  Manager New Imaging Creation & Business Development Dept., OEM Component Business Unit
Michimasa Emori	Assistant General Manager OEM Component Business Unit	Assistant General Manager OEM Component Business Unit  Unit Manager Division #1, OEM Component Business Unit
Toshimitsu Iwai	Assistant General Manager OEM Component Business Unit  Manager Production Engineering Dept., OEM Component Business Unit	Unit Manager Division #2, OEM Component Business Unit
Michinori Shibuichi	Manager Sales Dept. #1, OEM Component Business Unit	Manager Sales Dept., Division #1, OEM Component Business Unit
Hitoshi Yoshihara	Manager Sales Dept. #2, OEM Component Business Unit	Manager Sales Dept., Division #2, OEM Component Business Unit
Hisayoshi Temba	Manager Design & Engineering Dept. #1, OEM Component Business Unit	Manager Design & Engineering Dept., Division #1, OEM Component Business Unit
Hiromitsu Sakuraba	Manager Design & Engineering Dept. #2, OEM Component Business Unit	Manager Design & Engineering Dept., Division #2, OEM Component Business Unit
Kumiko Saito	Manager Marketing Planning Dept., Imaging Products Business Unit	General Manager Marketing Communications Dept.

Mitsugu Koyama	Unit Manager Hirosaki Plant, Production Management & Administration Unit	Unit Manager Hirosaki Plant, Production Management & Administration Unit  Unit Manager Owani Plant, Production Management & Administration Unit
Yasuyuki Kimura	Assistant Unit Manager Hirosaki Plant, Production Management & Administration Unit  Manager Production Engineering Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Production Engineering Dept., Hirosaki Plant, Production Management & Administration Unit
Shinichi Sato	Manager Hirosaki Production Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Production Dept., Hirosaki Plant, Production Management & Administration Unit
Hitoshi Ishikawa	Manager Production Planning Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Production Planning Dept., Procurement Center, Production Management & Administration Unit
Hiroyuki Fukuda	Manager Procurement Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Procurement Dept., Procurement Center, Production Management & Administration Unit
Akihiro Sugisawa	Manager Owani Production Dept., Hirosaki Plant, Production Management & Administration Unit	Manager Production Dept., Owani Plant, Production Management & Administration Unit
Shoji Itagaki	Assistant General Manager Core Technology & Engineering R & D Unit	Assistant General Manager Core Technology & Engineering R & D Unit  Manager Proto-Type Model Production Dept., Core Technology & Engineering R & D Unit
Yasuhisa Watanabe	Manager Proto-Type Model Production Dept., Core Technology & Engineering R & D Unit	Section Manager Section 2, Proto-Type Model Production Dept., Core Technology & Engineering R & D Unit
Tetsuya Imura	Assistant General Manager Product Development Management & Administration Unit	Unit Manager Procurement Center, Production Management & Administration Unit
Hiroshige Aoki	Manager Supply Chain Management & Sourcing Dept., Product Development Management & Administration Unit	Manager Supply Chain Management & Sourcing Dept., Procurement Center, Production Management & Administration Unit