

## ***NEC announces executive personnel changes***

**TOKYO, January 30, 2025** - NEC Corporation ("NEC"; TSE: 6701) today announced executive personnel changes that will become effective as of April 1, 2025, as well as executive personnel changes to be proposed on the date of the Ordinary General Meeting of Shareholders (GMS) scheduled to be held in June 2025.

As a Company with a Nominating Committee, etc., NEC will adopt a more compact structure to further strengthen the monitoring function of the Board of Directors, and will increase the ratio of independent outside directors and strengthen diversity. Specifically, the number of internal directors will be reduced to three, with the CEO at the center, and the total number of directors will be 11.

Additionally, on the executive side, NEC will appoint 10 new executives, including foreign nationals, based on the concept of "the right time, the right place, the right person", and will build a management structure that will strongly promote the implementation of strategies aimed at achieving the Mid-term Management Plan 2025 and realizing sustainable growth.

### 1. Members of the Board (Effective following the adoption of the resolution at the GMS)

#### < New Members of the Board >

Name	New Appointment	Current Title
Mika Nishimura	Member of the Board (Outside Director)	Gilde Healthcare Partners, Operational Partner
Tomomi Yatsu	Member of the Board (Outside Director)	Representative, Yatsu Law & Accounting Office

#### < Retiring Member of the Board >

Name	New Appointment	Current Title
Christina Ahmadjian	-	Member of the Board (Outside Director)
Kyoko Okada	-	Member of the Board (Outside Director)

Hajime Matsukura	Senior Advisor	Corporate Secretary (Executive Officer), Member of the Board
Shinobu Obata	Senior Advisor	Member of the Board

\*Matsukura will be appointed as Senior Advisor, Member of the Board as of April 1, 2025.

【Reference: Structure of the Board of Directors】

Name	Title
Masashi Oka	Member of the Board (Outside Director)
Harufumi Mochizuki	Member of the Board (Outside Director)
Joji Okada	Member of the Board (Outside Director)
Yoshihito Yamada	Member of the Board (Outside Director)
Shinjiro Sato	Member of the Board (Outside Director)
Shiori Nagata	Member of the Board (Outside Director)
Mika Nishimura	Member of the Board (Outside Director)
Tomomi Yatsu	Member of the Board (Outside Director)
Takashi Niino	Chairman of the Board
Takayuki Morita	President and CEO (Representative Executive Officer), Member of the Board
Osamu Fujikawa	Corporate Executive Vice President and CFO (Representative Executive Officer), Member of the Board

2. Executive Personnel (Effective as of April 1, 2025)

< Corporate Officer Promotions >

Name	New Appointment	Current Title
Tomoki Kubo	Corporate Executive Vice President (Executive Officer) - President of DGDF Business Unit	Corporate Senior Vice President (Executive Officer) - President of DGDF Business Unit
Norihiko Kimura	Corporate Executive Vice President (Executive Officer) - President of Digital Platform Services Business Unit	Corporate Executive Vice President - Deputy President of Digital Platform Business Unit - Managing Director, BluStellar Business Promotion Division - Managing Director, Infrastructure Technology Services Division
Takao Iwai	Corporate Executive Vice President (Executive Officer)	Corporate Senior Vice President - Managing Director, Financial

	<ul style="list-style-type: none"> <li>- President of Digital Delivery Services Business Unit</li> <li>- President, NEC Solution Innovators, Ltd.</li> </ul>	Solutions Division
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< New Corporate Officer Appointments >

Name	New Appointment	Current Title
Koji Tamefusa	Corporate Senior Vice President and CRCO (Executive Officer)	CRO
Tina Whitley	Corporate Senior Vice President - CEO, NEC Software Solutions UK, Ltd.	CEO, NEC Software Solutions UK, Ltd.
Martin Greweldinger	Corporate Senior Vice President - CEO, Avaloq Group AG	CEO, Avaloq Group AG
Makoto Kosuda	Corporate Senior Vice President - Managing Director, Public Solutions Division	Managing Director, Public Systems Development Division
Masayuki Kayahara	Corporate Senior Vice President - Managing Director, Global Network Division	Senior Director, Service Provider Solutions Department
Toshikazu Fukuoka	Corporate Senior Vice President - Deputy President of Digital Delivery Services Business Unit - Managing Director, Quality and Engineering Promotion Division	Corporate Executive, Digital Platform Business Unit - Managing Director, Quality and Engineering Promotion Division
Shinichiro Ide	Corporate Senior Vice President and CSCO - Managing Director, SCM Strategy Division	Managing Director, SCM Strategy Division
Suhun Yun	Corporate Senior Vice President - Managing Director, Infrastructure Technology Services Division	Senior Director, Digital Network Department
Kazunori Minamoto	Corporate Senior Vice President - Managing Director, Platform Technology Services Division	President, NEC Communication Systems, Ltd.
Hiroto Sugahara	Corporate Senior Vice President - Corporate Secretary	Managing Director, Corporate Strategy and Sustainability

	- Managing Director, Corporate Strategy and Sustainability Promotion Division	Promotion Division
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CRCO: Chief Risk and Compliance Officer

CRO: Chief Risk Officer

CSCO: Chief Supply Chain Officer

< Retiring Corporate Officers >

Name	New Appointment	Current Title
Yutaka Ukegawa	Corporate Executive, Global Innovation Business Unit	Corporate Executive Vice President (Executive Officer) - President of Cross-Industry Business Unit
Noritaka Taguma	Senior Advisor	Corporate Executive Vice President and CSCO (Executive Officer)
Fumiaki Matsubara	Senior Advisor	Corporate Executive Vice President - Chief of Domestic Sales
Yoshihiro Mizuguchi	Senior Executive Professional, Infrastructure DX Business Division	Corporate Senior Vice President - Managing Director, Cross-Industry Business Initiative Division
Kazuhiko Shiraishi	Senior Advisor, Digital Platform Services Business Unit	Corporate Senior Vice President - Managing Director, Public Solutions Division
Toru Kawakubo	Senior Advisor, Telecom Services Business Unit	Corporate Senior Vice President - Managing Director, Telecom Carrier Sales Division
Kazunori Sudo	Corporate Executive, Global Innovation Business Unit	Corporate Senior Vice President - Managing Director, Platform Technology Services Division
Chikara Ishii	Chairman of the Board, NEC Solution Innovators, Ltd.	Corporate Senior Vice President - President, NEC Solution Innovators, Ltd.
Masamitsu Kitase	-	Corporate Senior Vice President - Managing Director, Healthcare and Life Science Division

< Appointment and Retirement of Corporate Executives >

Name	New Appointment	Current Title
Nobuhiko Nakatsu	Chief of Staff for CEO	CEOs Executive Staff
Toshiya Matsuki	Senior Advisor	Corporate Executive

<Attachment 1>

**Brief biography of newly appointed Members of the Board**

Name (Date of Birth)	Brief Record of Occupation	
Mika Nishimura (August 14, 1963)	June 1985	Joined BAIN & COMPANY
	August 1989	Joined LEK PARTNERSHIP
	January 1992	Director, Global Marketing, Guidant Corporation (until May 1999)
	September 1999	Managing Partner, THE BLG GROUP (until September 2002)
	October 2002	Vice President International Sales, Operations and Marketing, ev3 Inc. (until December 2006)
	January 2007	Managing Partner, THE BLG GROUP (until April 2011)
	January 2011	Operational Partner, Gilde Healthcare Partners (to present)
	April 2011	Vice President, Commercial Development, Auxogyn, Inc. (currently, Progyny, Inc.) (until July 2015)
	November 2015	Vice President, Commercialization, nVision Medical Corporation (currently, Boston Scientific Corporation) (until April 2020)

Name (Date of Birth)	Brief Record of Occupation	
Tomomi Yatsu (May 30, 1960)	April 1983	Joined Tokyo Electron Ltd.
	October 1986	Joined Tohmatsu Awoki & Sanwa (currently, Deloitte Touche Tohmatsu LLC)
	September 1990	Registered as a Certified Public Accountant
	October 2001	Registered with Tokyo Bar Association Joined New Tokyo International Law Office (later merged with Bingham Sakai Mimura Aizawa-Foreign Law Joint Enterprise)
	June 2009	Outside Audit & Supervisory Board Member, Calbee, Inc. (until June 2016)
	June 2010	Outside Audit & Supervisory Board Member, Taiko Pharmaceutical Co., Ltd. (until June 2012)
	March 2012	Outside Audit & Supervisory Board Member, KOKUYO Co., Ltd. (until March 2016)
	March 2015	Outside Audit & Supervisory Board Member, Yamaha Motor Co., Ltd. (until March 2019)
	April 2015	Partner, TMI Associates (until March 2022)
	June 2016	Outside Director, SMBC Nikko Securities Inc. (to present)
	June 2017	Outside Audit & Supervisory Board Member, IHI Corporation (until June 2021)
	March 2019	Outside Audit & Supervisory Board Member, Kuraray Co., Ltd. (to present)
	March 2021	Outside Audit & Supervisory Board Member, Kyowa Kirin Co., Ltd. (to present)
	April 2022	Representative, Yatsu Law & Accounting Office (to present)

<Attachment 2>

**Executive Structure as of April 1, 2025**

Name	Title
Takayuki Morita	President and CEO (Representative Executive Officer), Member of the Board
Osamu Fujikawa	Corporate Executive Vice President and CFO (Representative Executive Officer), Member of the Board
Kazuhiro Sakai	Corporate Senior Executive Vice President and Co-COO (Executive Officer)
Masakazu Yamashina	Corporate Senior Executive Vice President and Co-COO (Executive Officer)
Shigehiro Tanaka	Corporate Senior Executive Vice President and CGAO (Executive Officer)
Toshifumi Yoshizaki	Corporate Senior Executive Vice President and CDO (Executive Officer)
Tomoki Kubo	Corporate Executive Vice President (Executive Officer) - President of DGDF Business Unit
Kunikazu Amemiya	Corporate Executive Vice President (Executive Officer) - President of Public Solutions Business Unit
Hiroshi Hashimoto	Corporate Executive Vice President (Executive Officer) - President of Enterprise Business Unit
Michio Kiuchi	Corporate Executive Vice President (Executive Officer) - President of Telecom Services Business Unit
Hiroyuki Nagano	Corporate Executive Vice President (Executive Officer) - President of Aerospace and National Security Business Unit
Takao Iwai	Corporate Executive Vice President (Executive Officer) - President of Digital Delivery Services Business Unit - President, NEC Solution Innovators, Ltd.
Norihiko Kimura	Corporate Executive Vice President (Executive Officer) - President of Digital Platform Services Business Unit
Motoo Nishihara	Corporate Executive Vice President and CTO (Executive Officer) - President of Global Innovation Business Unit
Daisuke Horikawa	Corporate Executive Vice President and CHRO (Executive Officer) - Managing Director, People and Culture Division



Hiroshi Kodama	Corporate Executive Vice President and CIO (Executive Officer)
Noboru Nakatani	Corporate Executive Vice President and CSO (Executive Officer) - Managing Director, Cyber Security Division - President, NEC Security, Ltd.
Koji Tamefusa	Corporate Senior Vice President and CRCO (Executive Officer)
Yasuko Matsumoto	Corporate Senior Vice President and CAO (Executive Officer) - Managing Director, Group Internal Audit Division
Tina Whitley	Corporate Senior Vice President - CEO, NEC Software Solutions UK, Ltd.
Martin Greweldinger	Corporate Senior Vice President - CEO, Avaloq Group AG
Takahiko Kinoshita	Corporate Senior Vice President - Strategy Officer, Public Solutions Business Unit - President, NEC Nexsolutions, Ltd.
Makoto Kosuda	Corporate Senior Vice President - Managing Director, Public Solutions Division
Kazuhisa Shimizu	Corporate Senior Vice President - Managing Director, Financial Solutions Division
Nobuhiro Ide	Corporate Senior Vice President - Managing Director, Transport and Service Industries Solutions Division
Sadao Kimura	Corporate Senior Vice President - Managing Director, Retail Solutions Division
Takayuki Iizuka	Corporate Senior Vice President - Managing Director, OpenMissionCritical System and Common Carrier Solutions Business Division
Masayuki Kayahara	Corporate Senior Vice President - Managing Director, Global Network Division
Takashi Sato	Corporate Senior Vice President - Managing Director, Network Solutions Business Division
Tomonori Uematsu	Corporate Senior Vice President - Managing Director, Submarine Network Division
Kentaro Iio	Corporate Senior Vice President - Managing Director, Aerospace and National Security Business Promotion Division
Koichi Fujii	Corporate Senior Vice President - Managing Director, National Security Business Division

Toshikazu Fukuoka	Corporate Senior Vice President - Deputy President of Digital Delivery Services Business Unit - Managing Director, Quality and Engineering Promotion Division
Shinichiro Ide	Corporate Senior Vice President and CSCO - Managing Director, SCM Strategy Division
Atsuo Kawamura	Corporate Senior Vice President - President, NEC Platforms, Ltd.
Suhun Yun	Corporate Senior Vice President - Managing Director, Infrastructure Technology Services Division
Kazunori Minamoto	Corporate Senior Vice President - Managing Director, Platform Technology Services Division
Yuka Shigesawa	Corporate Senior Vice President - Managing Director, Cloud/Managed Services Division - Chief Diversity Officer
Akio Yamada	Corporate Senior Vice President - Managing Director, AI Technology Service Business Division - AI Technology Officer
Yoshihiro Katayama	Corporate Senior Vice President - President, NEC Fielding, Ltd.
Shigeki Wada	Corporate Senior Vice President - Managing Director, Future Value Co-creation Division
Hiroto Sugahara	Corporate Senior Vice President - Corporate Secretary - Managing Director, Corporate Strategy and Sustainability Promotion Division
Mitsuhiro Murooka	Corporate Senior Vice President - Chief Global Strategy Officer - Managing Director, Global Strategic Planning Division
Aalok Kumar	Corporate Senior Vice President - Head of Global Smart City Business Development Department - President and CEO, NEC Corporation India Pvt. Ltd.
Chris Jackson	Corporate Senior Vice President - President and CEO, NEC Europe Ltd. - President and CEO, NEC Corporation of America
Asako Aoyama	Corporate Senior Vice President - Managing Director, FP&A Division

Yuko Yamamoto	Corporate Senior Vice President and CLO - Managing Director, Legal and Compliance Division
Shinichi Sasho	Corporate Senior Vice President - President, NEC Business Intelligence, Ltd.
Mayuko Tatewaki	Corporate Senior Vice President - Chief of Staff for CDO - Managing Director, Marketing and Alliance Promotion Division

CEO: Chief Executive Officer

COO: Chief Operating Officer

CGAO: Chief Government Affairs Officer

CFO: Chief Financial Officer

CHRO: Chief Human Resources Officer

CIO: Chief Information Officer

CSO: Chief Security Officer

CDO: Chief Digital Officer

CTO: Chief Technology Officer

CSCO: Chief Supply Chain Officer

CRCO: Chief Risk and Compliance Officer

CLO: Chief Legal Officer

CAO: Chief Audit Officer