

November 27, 2019

Nippon Paint Holdings Co., Ltd.

Corporate Communications

(TEL. +81-6-6455-9140)

## Notice of Personnel and Organizational Changes

Nippon Paint Holdings Co., Ltd. (Head office: Kita-ku, Osaka City; President & CEO: Tetsushi Tado) announces that it has resolved to change the following Personnel and Organizational structure effective January 1, 2020.

### 1. Change of Representative Director of the Board (as of January 1, 2020)

Name	New		Current
	Title	In charge and Important concurrent post	
Masaaki Tanaka	Chairman of the Board Representative Director of the Board, President & CEO <sup>1</sup>	Audit Supply Chain Planning ICT Strategy Research & Development	Executive Chairman of the Board Representative Director of the Board

### 2. Change of Corporate Officers (as of January 1, 2020)

Name	New		Current
	Title	In charge and Important concurrent post	
Yuichiro Wakatsuki	Senior Managing Corporate Officer and CFO <sup>2</sup>	Finance & Accounting Corporate Planning Corporate Development Investment Management Investor Relations Public Relations	Senior Managing Corporate Officer
Yasuyuki Matsumoto	Managing Corporate Officer and CAO <sup>3</sup>	General Affairs Human Resources ESG Promotion Safety Environment Procurement Information System	Managing Corporate Officer Division Director of Corporate Planning & Development In charge of Corporate Planning

<sup>1</sup> Chief Executive Officer

<sup>2</sup> Chief Financial Officer

<sup>3</sup> Chief Administrative Officer

Name	New		Current
	Title	In charge and Important concurrent post	
Tetsuro Fujita	Managing Corporate Officer	Americas Business CEO, Nippon Paint (USA) Inc. [United States]	Senior Corporate Officer CEO, Nippon Paint (USA) Inc. [United States]
Atsushi Nagasaka	Managing Corporate Officer Director of the Board	Europe Business	Managing Corporate Officer Director of the Board Division Director of Corporate Administration & Human Resources In charge of Diversity & Inclusion International, Human Resource Strategy
Hiroshi Hanaoka	Senior Corporate Officer	Europe Business CEO, Nippon Paint (Europe) Ltd. [Germany]	Corporate Officer CEO, Nippon Paint (Europe) Ltd. [Germany]
Kohei Tsushima	Managing Corporate Officer	Oceania Business	Managing Corporate Officer
Shoichi Mure	Managing Corporate Officer	President of Nippon Paint Automotive Coatings	Senior Corporate Officer President of Nippon Paint Automotive Coatings
Masuo Kida	Managing Corporate Officer	President of Nippon Paint	Senior Corporate Officer President of Nippon Paint
Takeshi Shiotani	Managing Corporate Officer	President of Nippon Paint Industrial Coatings	Senior Corporate Officer President of Nippon Paint Industrial Coatings
Satoshi Nishimura	Senior Corporate Officer	Division Director of Research & Development President of Nippon Paint Surf Chemicals	Corporate Officer President of Nippon Paint Surf Chemicals
Seiichiro Shirahata	Managing Corporate Officer Director of the Board	President of Nippon Paint Marine Coatings	Managing Corporate Officer Director of the Board In charge of Technology President of Nippon Paint Marine Coatings

### 3. Newly appointed of Corporate Officers (as of January 1, 2020)

Name	New		Current
	Title	In charge and Important concurrent post	
Wee Siew Kim	Deputy President and Executive Corporate Officer	CEO, NIPSEA Management Company Pte., Ltd. [Singapore]	CEO, NIPSEA Management Company Pte., Ltd.
Yoshiaki Kuroda	Senior Corporate Officer	Asia Business	Executive Vice President of the Board of Nippon Paint Marine Coatings
Nobuhiko Hanada	Corporate Officer General Manager, Audit		General Manager, Finance & Accounting, Corporate Finance & IT
Hidetsumu Okada	Corporate Officer General Manager, Supply Chain Planning		General Manager, Production Planning
Hiroshi Takenaka	Corporate Officer General Manager, Corporate Development		General Manager, Corporate Planning, Corporate Planning & Development
Shinichi Saito	Corporate Officer General Manager, Procurement		Director of the Board Nippon Paint

### 4. Newly appointed of General Managers (as of January 1, 2020)

Name	New Title	Current
Yuko Demoto	Corporate Officer General Manager, Finance & Accounting	Corporate Officer
Takeshi Ohnishi	Corporate Officer General Manager, Investment Management	Corporate Officer General Manager NN-Model Development & Management Corporate Planning & Development NIPSEA Management Company Pte., Ltd. Vice President China Liaison
Yukiko Endo	Corporate Officer General Manager, Human Resources	Corporate Officer
Kensuke Miki	General Manager, ICT Strategy	

Name	New Title	Current
Ryosuke Tanaka	General Manager, Investor Relations	General Manager Corporate Communications Corporate Planning & Development
Yukiko Yamamoto	General Manager, Public Relations	Manager Corporate Communications Corporate Planning & Development
Akira Fushimi	General Manager, General Affairs	General Manager CSR Development Corporate Administration & Human Resources
Kazuya Fujiwara	General Manager, ESG Promotion	Deputy General Manager Nippon Paint Decorative Coatings (Thailand)
Yoshio Kojima	General Manager, Safety Environment	Corporate Officer Nippon Paint
Takeshi Ohmura	General Manager, Information System	Manager Corporate Planning Corporate Planning & Development
Kazuhiko Takeoka	General Manager Technology Planning, Research & Development Division	Technology Management Research & Development
Yasunori Minato	General Manager New Technology, Research & Development Division	Head of Future Technology Research & Development

## 5. Changes of Organizations (as of January 1, 2020)

- ( 1 ) Audit, Supply Chain Planning, ICT Strategy Development are established, directly reporting to the President & CEO.
- ( 2 ) Technology Planning and New Technology are established under Research & Development Division, directly reporting to the President & CEO.
- ( 3 ) Corporate Finance & IT Division are dissolved, and Finance & Accounting is established, directly reporting to CFO.
- ( 4 ) Corporate Planning & Development Division is dissolved, and Corporate Planning, Corporate Development, Investment Management, Investor Relations, and Public Relations are established, directly reporting to CFO.
- ( 5 ) Corporate Administration & Human Resources Division is dissolved, and General Affairs, Human Resources, ESG Promotion, Safety Environment, Procurement, and Information System are established, directly reporting to CAO.

6. Retirement of Corporate Officers (as of January 1, 2020)

Name	New Title	Current Title
Masakazu Wada	Managing Director of the Board Nippon Paint Industrial Coatings	Corporate Officer, General Manager Human Resources Corporate Administration & Human Resources
Yusaku Kobata	Director of the Board Nippon Paint Automotive Coatings	Corporate Officer Division Director of Research & Development
Masakazu Kato	Full-time Audit & Supervisory Board Member of Nippon Paint Industrial Coatings Part-time Audit & Supervisory Board Member of Nippon Paint Surf Chemicals	Corporate Officer, General Manager Global Safety, Environment Quality Assurance In charge of Corporate Audit and Production Planning