



January 25, 2024

Company Name: NHK SPRING LTD. ,
 Representative: Takashi Kayamoto
 President and CEO
 (Code: 5991 Tokyo Stock Exchange; Prime Market)
 Contact: Kazuko Tachibana
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 Corporate Planning & Control Division.
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Notice Concerning Change of Representative Director and Position of Representative Director

NHK SPRING LTD., hereby announces that it has resolved, at a meeting of the Board of Directors held on January 25, 2024, to change the Company's representative directors as described below.

1. Reason for change

We have decided to adopt a new structure to coincide with the start of the new medium-term management plan for 2026, which is currently being formulated, and to further enhance our corporate value through the implementation of the plan.

2. Names and job titles of newly appointed and retiring representative directors

Name	New job titles	Current job titles
Takashi Kayamoto	Chairman of the Board, CEO	President & CEO, Member of the Board
Kazuhisa Uemura	President & COO, Member of the Board	Executive Corporate Officer, Member of the Board

3. Career summary of newly appointed representative director

New job titles	President & COO, Member of the Board
Name	Kazuhisa Uemura
Birthplace	Kyoto Prefecture
Final Education	March 1983 Kobe University, Faculty of Economics
Date of birth	July 24, 1960 (63 years old)
Current address	Yokohama-city Kanagawa prefecture
Career summary	April 1983 Joined the Company
	April 2014 Corporate Officer, Vice President of Sales Division and Director of Seating & Component Sales Department
	April 2017 Corporate Officer President of Sales Division
	April 2018 Senior Corporate Officer, President of Sales Division
	June 2018 Member of the Board, Senior Corporate Officer, President of Sales Division
	April 2022 Member of the Board, Executive Corporate Officer, President of Sales Division
	April 2023 Member of the Board, Executive Corporate Officer, President of Corporate Planning and Control Division

Number of shares owned 20,142shares

4. Scheduled date of assuming office

April 1,2024