

4 November, 2014

To whom it may concern

2100 Kamiimaizumi, Ebina, Kanagawa
Via Mechanics, Ltd.
Naotaka Kondo
President

Announcement of Management Changes

Via Mechanics, Ltd hereby announces the resolution at the Board of Directors meeting held on 4 November 2014 to implement following personnel change of the management team.

1. Changes of Representative Director (effective 1 December 2014)

(1) Changes

| Name | Newly Appointed Title | Current Title |
|-----------------|---|--|
| Noboru Matsuoka | Representative Director, Chief Executive Officer Chairman of the Board | Director |
| Naotaka Kondo | Chairman | Representative Director, Chief Executive Officer |

(2) Brief Biography of Newly Appointed Representative Director

| Name (Date of Birth) | Brief Biography | |
|---------------------------------------|---|---|
| Noboru Matsuoka (October 10, 1954) | April 1979 June 1989 December 1993 May 2001 December 2005 July 2006 September 2008 June 2010 March 2013 October 2013 September 2014 | Joined Daido Corporation Joined Instapak Limited Japan (Sealed Air Japan) Japan Representative Representative Director & CEO for Sealed Air Japan Joined Owens Corning Asia Pacific Representative Director & CEO for Owens Corning Japan Joined Schott AG (Schott Moritex) Representative Director President & CEO for Moritex Joined DHL Supply Chain as Vice President President and Representative Director Chairman and Director |

2. Changes of Directors and Officers (effective 1 December 2014)

(1) Changes

| Name | Newly Appointed Title | Previous Title |
|------------------|--|----------------------------------|
| Takeshi Kawamoto | Director, Executive Vice President, Chief Strategy Officer | Director, Chief Strategy Officer |

(2) Management team effective 1 December 2014

| Name | Title |
|---------------------|--|
| Naotaka Kondo | Chairman |
| Noboru Matsuoka | Representative Director, Chief Executive Officer Chairman of the Board |
| Kiyotaka Sugie | Director, Executive Vice President, Chief Financial Officer |
| Takeshi Kawamoto | Director, Executive Vice President, Chief Strategy Officer |
| Masamichi Yoshizawa | Member of the Board |
| Tomoya Sugimoto | Member of the Board |
| Takuya Sato | Member of the Board |
| Akira Mineo | Member of the Board |
| Shoji Inoue | Member of the Board |
| Shigeyoshi Takase | Corporate Auditor |
| Teruhisa Tajima | Corporate Auditor |
| Kishin Ryu | Corporate Auditor |
| Masakazu Yamamoto | Executive Officer, GM Design & Engineering Div. |
| Norio Michigami | Executive Officer, GM Sales Div. and Service Div. |
| Mikio Yotsu | Senior Adviser |

3. Changes of management effective 4 November 2014

| Name | Newly Appointed Title | Previous Title |
|-----------------|-----------------------|----------------|
| Noboru Matsuoka | Director | — (new) |