

May 8, 2020

Company: NICHIIIGAKKAN CO., LTD.
Representative: Nobusuke Mori, Representative Director and President
(Securities Code: 9792, First Section of the Tokyo Stock Exchange)
Contact: Mitsuo Kaise, Executive Division Director
Corporate Governance Headquarters
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Notice Regarding Appointment of Directors, Change of Representative Director, Structure Change, and Personnel Reshuffle

Dear Shareholders:

We hereby inform you that, at a meeting of the Board of Directors held today, the Company passed a resolution on candidates for Director, whose election would be proposed and deliberated at the 48th Ordinary General Shareholders Meeting to be held on June 24, 2020.

In addition, at today's meeting, the Company preliminarily decided to change one Representative Director and passed another resolution on the structure change and personnel reshuffle. (The management reshuffle of one Director was preliminarily decided.)

Regarding the change of one Representative Director and the management reshuffle of one Director, the Company is scheduled to officially decide both by resolution of the Board of Directors at a meeting to be held immediately after the close of the Ordinary General Shareholders Meeting.

1. Election of Nine (9) Candidates for Director

Name	Attribute	Current position
Nobusuke Mori	Reelection	Representative Director and President
Takayuki Masuda	Reelection	Senior Managing Director Chief Operating Officer (COO) of China
Tsuyoshi Terada	Reelection	Managing Director, Executive Division Director of Balance Supply Business Headquarters
Takako Ide	Reelection	Managing Director, Executive Division Director of Core Businesses Headquarters
Mitsuo Kaise	Reelection	Director, Executive Division Director of Corporate Governance Headquarters

Etsuko Kuroki	Reelection	Director, Division Director of Long-Term Care Division of Core Businesses Headquarters, and in charge of Facility Care Business Department
Keita Moriwaki	Reelection	Outside Director
Yuji Sugimoto	Reelection	Outside Director
Hakuo Yanagisawa	Reelection	Outside Director

2. Change of Representative Director

(i) Reason for Change

With the expiration of the term of offices of all the Directors, the Company intends to enforce its management structure, taking into consideration future management issues.

(ii) Names and positions of new and former Representative Directors

(To be newly appointed)

Name: Tsuyoshi Terada

New position: Representative Director and Executive Vice President

(To retire from the office)

Name: Daisuke Terada

Former position: Representative Director and Executive Vice President

(iii) Career summary of the new Representative Director

Date of Birth	Career Summary		Number of the Company shares held
March 22, 1973	May 2003 June 2009 July 2011 January 2012 January 2013 July 2013 April 2014	Joined the Company Director, Division Director of Public Relations Division Director in charge of International Business Managing Director (to present) Division Director of Corporate Governance Division Division Director of Marketing Division Executive Division Director of Education Business Headquarters Executive Division Director of Global Business Headquarters	3,581, 724 shares

	October 2014	Executive Division Director of Corporate Governance Headquarters	
	April 2018	Executive Division Director of Balance Supply Business Headquarters (to present)	

- Besides the Company shares held above, he holds 38,600 units of the stock acquisition rights.

(iv) Scheduled Date for Change

June 24, 2020

- The above change is to be officially decided by resolution of the Board of Directors at a meeting to be held immediately after the 48th Ordinary General Shareholders Meeting.

3. Structure Change (effective of May 8, 2020)

For enhancing the support function for the execution and supervision of businesses by the Directors, the implementation of the audit by the auditors, and other related activities, the Company has changed the existing President's Office to "Executives' Office."

4. Personnel Reshuffle

(i) Management Reshuffle (effective of June 24, 2020)

Name	New position	Former position	Position held continuously
Takako Ide	Senior Managing Director	Managing Director	Executive Division Director of Core Business Headquarters

- The above reshuffle is to be officially decided by resolution of the Board of Directors at a meeting to be held immediately after the 48th Ordinary General Shareholders Meeting.

(ii) Personnel Reshuffle (effective of May 8, 2020)

Name	New position	Former position	Position held continuously
Shouichi Iida	In charge of the Executives' Office		Executive Officer, General Manager of Public Relations Department of Corporate Governance Division, Corporate Governance Headquarters