

December 23, 2025

Company name: Nikkiso Co., Ltd.
 Representative: Koichi Kato,
 Representative Director, President & CEO
 (Code No. 6376, TSE Prime Market)
 Contact: Masaharu Murakami,
 Executive Officer, Head of Corporate Unit
 (Tel. +81-3-3443-3717)

Notice of Personnel Changes

Nikkiso Co., Ltd. hereby announces that, at the meeting of the Board of Directors held today, it has resolved the following changes in officers.

1. Appointment of Executive Officers, and Decisions of Positions and Responsibilities (Effective January 1, 2026)

*The underlined parts indicate changes.

Name	New titles and responsibilities	Current titles and responsibilities
Koichi Kato	Same as right	Representative Director President and Chief Executive Officer
Masaru Yamamura	Same as right	Director, Managing Executive Officer Head of Medical Business Unit, Head of Medical Division, Head of Shizuoka office
Kenji Saito	Same as right	Director, Managing Executive Officer Head of Industrial Business Unit, Head of Industrial Division
Yoshihiko Kinoshita	Same as right	Director, Executive Officer Head of Nikkiso Institute of Research and Technology, Responsible for Quality Assurance
Takeshi Iwaoka	Same as right	Executive Officer Head of Aerospace Division
Kazuo Nakatsuru	Same as right	Executive Officer Director, Senior Executive Vice President Seconded to Cryogenic Industries, Inc. (the Company's consolidated subsidiary in the U.S.A.)
Masaharu Murakami	Same as right	Executive Officer Head of Corporate Unit, Head of Corporate Division
Kyosuke Watanabe	Same as right	Executive Officer Responsible for Healthcare Business, UV-LED Business
Kenji Tomura	Same as right	Executive Officer Sales Head of Nishinohon Branch
Naoki Yokota	Same as right	Executive Officer Deputy Head of Aerospace Division
Kazuhiko Sugimoto	<u>Executive Officer</u> Head of Medical Factory, Kanazawa Plant	Head of Medical Factory, Kanazawa Plant