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February 12, 2026

Company name: Nissan Shatai Co., Ltd.
(Code no.: 7222, Standard of Tokyo Stock Exchange)
Representative: Takashi Tomiyama, President
Contact person: Yoshio Saito,
General Manager of Legal & Communications
Department
Tel.: +81-463-21-8001

Notice of personnel measures in accordance with the Shonan Plant's transition to service parts production

At today's meeting of our Board of Directors, we resolved to implement measures for our employees in accordance with the Shonan Plant's transition to service parts production. The details are as follows:

1. Reasons for the measures

At the meeting of our Board of Directors held on October 29, 2025, we resolved to position the Shonan Plant as a facility dedicated to the production of service parts. We disclosed this decision the same day.

In accordance with the Shonan Plant's transition from a vehicle production to a service parts production facility, we resolved at today's meeting of our Board of Directors to implement measures for our employees.

2. Content of the measures

Eligibility	Employees at our Shonan Plant
Details	Providing the following options in meetings with employees (1) Transfer to Nissan Shatai Kyushu (2) Transfer to Nissan Shatai Manufacturing (3) Transfer to other companies Relocation payments and re-employment support will be provided depending on the option chosen
Date of transfer or retirement	March 31, 2027

3. Looking ahead

Further consideration will be given to details of these measures through meetings with employees moving forward. Details such as the number of staff affected will be disclosed promptly once finalized.