

December 19, 2025

To whom it may concern

Company name	Nishio Holdings Co., Ltd.
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Notice of Partial Revision of “Company Initiatives Related to the Corporate Governance Code” (Summary)

The company hereby announces that it has partially revised the state of its initiatives and policies with respect to each principle of the Corporate Governance Code as follows.

Details

1. Basic way of thinking on corporate governance

- (1) The company thinks that shareholders, customers, business partners, employees and other stakeholders are equally important and that we must enhance corporate value from each of their perspectives by strengthening corporate governance.
- (2) The company positions its managers (directors) as “people who have a relationship of trust with the company.” We design the organization so that managers can clarify the whereabouts of responsibility and make judgment with a sense of speed, but conversely, we impose a heavy “duty of loyalty” to the company.

In particular, we handle matters similar to the “self-dealing” of managers (selection and evaluation of officers, compensation, related party transactions, etc.) with caution.

- (3) The company has adopted a company with an Audit and Supervisory Board system. This is because we aim for simple and highly efficient management by clarifying the whereabouts of responsibilities based on the above way of thinking.
- (4) The company has adopted a holding company framework and aims for the sustainable growth of the group as a whole and the improvement of corporate value over the medium to long-term with the company, the holding company, managing and supervising the business execution of each operating company, and working on the formulation of medium to long-term corporate strategies for the group as a whole, the improvement of safety and quality, and the strengthening of compliance, while each operating company concentrates on business execution and further enhances its diversity and expertise.

The directors of the company are in charge of operations from the perspective of the overall optimization of the group, and the president oversees this and manages and supervises each operating company. In addition, outside directors confirm the appropriateness of business execution based on expert knowledge and experience from an independent and objective standpoint.

The company’s auditors audit the directors’ execution of duties, accounting, etc., and in particular, the outside auditors confirm the legality of the execution of duties based on expert knowledge and experience from an independent and objective standpoint.

- (5) The company discloses important management policies and guidelines in its business report and securities report.

2. The company's initiatives concerning the Corporate Governance Code

The recently revised principles are as follows.

Supplemental Principle 3.1.2

Bearing in mind the number of foreign shareholders, companies should, to the extent reasonable, take steps for providing English language disclosures.

In particular, companies listed on the Prime Market should disclose and provide necessary information in their disclosure documents in English.

Based on the composition of the shareholders of the company, we prepare English versions of our notices of convocation, financial summaries, timely disclosure materials, financial results briefing materials, annual reports, etc., and disclose them on our website to provide information to overseas investors.

Supplemental Principle 3.1.3

Companies should appropriately disclose their initiatives on sustainability when disclosing their management strategies. They should also provide information on investments in human capital and intellectual properties in an understandable and specific manner, while being conscious of the consistency with their own management strategies and issues.

In particular, companies listed on the Prime Market should collect and analyze the necessary data on the impact of climate change-related risks and earning opportunities on their business activities and profits, and enhance the quality and quantity of disclosure based on the TCFD recommendations, which are an internationally well-established disclosure framework, or an equivalent framework.

The company is emphasizing sustainability management in "Next Stage 2026," its medium-term management plan.

We have disclosed the impact of climate change-related risks and earning opportunities on the company's business activities, profits, etc., in the securities report since the fiscal year ended September 2024 based on the TCFD recommendations.

* We plan to disclose the state of initiatives and policies related to all of the principles at a later date.

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