

January13, 2026

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 Regarding Nomination of Candidates for Directors, Audit & Supervisory Board Members and Substitute Audit & Supervisory Board Members

Nikkiso Co., Ltd. (the "Company") hereby announces that, at the meeting of the Board of Directors held day, the Company has determined the candidates for Directors to be proposed at the 85th Ordinary General Meeting of Shareholders scheduled to be held on March 27, 2026. In addition, with the consent of the Audit & Supervisory Board, the Company has determined the candidates for Audit & Supervisory Board Members.

Furthermore, subject to the approval of the proposal for the election of Directors at the same Ordinary General Meeting of Shareholders, the Company has tentatively decided on the appointment of the Representative Director, President and Executive Officer, as well as the assignment of responsibilities to the Directors, which will be formally resolved at the meeting of the Board of Directors to be held immediately after the conclusion of the Ordinary General Meeting of Shareholders.

1. Candidates for Directors

Name	Current position	New / Reelection
Koichi Kato	Representative Director President and Chief Executive Officer	Reelection
Masaru Yamamura	Director, Managing Executive Officer	Reelection
Kenji Saito	Director, Managing Executive Officer	Reelection
Yoshihiko Kinoshita	Director, Executive Officer	Reelection
Masaharu Murakami	Executive Officer	New election
Peter Wagner	Director	Reelection
Mitsuaki Nakakubo	Outside Director (Independent Officer)	Reelection
Atsuko Kikuchi	Outside Director (Independent Officer)	Reelection
Junko Yamaguchi	Outside Director (Independent Officer)	Reelection

* Mitsuaki Nakakubo, Atsuko Kikuchi, and Junko Yamaguchi are candidates for Outside Directors.

2. Candidates for Audit & Supervisory Board Members

Name	Current position	New / Reelection
Hiroaki Asakura	Director and General Manager, Weigao Nikkiso (Weihai) Dialysis Equipment Co., Ltd. (seconded to the Company's equity-method affiliate in China)	New election
Naoshi Ogasawara	Outside Director (Independent Officer)	Reelection

* Naoshi Ogasawara is a candidate for Outside Audit & Supervisory Board Member.

3. Candidates for Substitute Audit & Supervisory Board Members

Name	Current position	New / Reelection
Makoto Suzuki	-	-

* Makoto Suzuki is a candidate for Substitute Outside Audit & Supervisory Board Member.

* The appointment of Makoto Suzuki as a Substitute Outside Audit & Supervisory Board Member, which was approved at the 81st Ordinary General Meeting of Shareholders, will expire at the commencement of the 85th Ordinary General Meeting of Shareholders. Accordingly, he is being reappointed as a Substitute Outside Audit & Supervisory Board Member.

4. Directors to be retired

Name	Current position	Retirement Date
Toshihiko Kai	Chairman and Director	March 27, 2026

5. Audit & Supervisory Board Members to be retired

Name	Current position	Retirement Date
Motohiro Takeuchi	Audit & Supervisory Board Member	March 27, 2026

6. Career summary of candidates for new Directors

Name (Date of birth)	Career summary		Number of Company's shares owned
Masaharu Murakami (July 4, 1969)	April 1993 June 2022 January 2023 January 2025	Joined the Bank of Tokyo, Ltd. (currently MUFG Bank, Ltd.) Joined the Company Deputy Head of Corporate Planning Division Executive Officer (current position) Head of Corporate Unit, Head of Corporate Division (current position)	1,122

7. Career summary of candidates for new Audit & Supervisory Board Members

Name (Date of birth)	Career summary		Number of Company's shares owned
Hiroaki Asakura (July 29, 1962)	<p>April 1985 Joined the Company</p> <p>July 2013 General Manager of Human Resources, Administration Division</p> <p>January 2016 Head of Industrial Division</p> <p>July 2017 Head of Higashimurayama Plant</p> <p>March 2021 Audit & Supervisory Board Member</p> <p>March 2022 General Manager, Shanghai Nikkiso Non-Seal Pump Co., Ltd. (seconded to the Company's consolidated subsidiary in China)</p> <p>July 2022 Director and General Manager, Shanghai Nikkiso Non-Seal Pump Co., Ltd. (seconded to the Company's consolidated subsidiary in China)</p> <p>January 2024 Director and General Manager, Weigao Nikkiso (Weihai) Dialysis Equipment Co., Ltd. (seconded to the Company's equity-method affiliate in China) (current position)</p>		12,344

8. Career summary of candidates for Substitute Audit & Supervisory Board Members

Name (Date of birth)	Career summary		Number of Company's shares owned
Makoto Suzuki (January 18, 1962)	<p>April 1984 Joined Tohmatsu Awoki & Co. (currently Deloitte Touche Tohmatsu LLC)</p> <p>April 1993 Registered as an attorney of Japan (Daiichi Tokyo Bar Association) (to present)</p> <p>December 1995 Joined Asanuma Law Offices</p> <p>December 2006 Founder and Representative, Makoto Law & Accounting Firm (current position)</p> <p>October 2007 Registered as a certified public accountant (to present)</p> <p>April 2014 Registered as a licensed tax accountant (to present)</p> <p>April 2016 Outside Director, KOHSAI CO., LTD. Outside Director (Audit and Supervisory Committee Member), KOHSAI CO., LTD. (current position)</p> <p>June 2025 Admitted to the State Bar of California (current position)</p>		0

9. (Reference) Executive officers and their responsibilities as of March 27, 2026

Name	New position	Current position
Koichi Kato	Representative Director, President and Chief Executive Officer	Same as left
Masaru Yamamura	Director, Managing Executive Officer Head of Medical Business Unit, Head of Medical Division, Head of Shizuoka office	Same as left

Kenji Saito	Director, Managing Executive Officer Head of Industrial Business Unit, Head of Industrial Division	Same as left
Yoshihiko Kinoshita	Director, Executive Officer Head of Nikkiso Institute of Research and Technology, Quality Assurance	Same as left
Masaharu Murakami	Director, Executive Officer Head of Corporate Unit, Head of Corporate Division	Executive Officer Head of Corporate Unit, Head of Corporate Division
Peter Wagner	Director Executive Chairman, Director, Cryogenic Industries, Inc. (the Company's consolidated subsidiary in the U.S.A.)	Same as left
Mitsuaki Nakakubo	Outside Director (Independent Officer)	Same as left
Atsuko Kikuchi	Outside Director (Independent Officer)	Same as left
Junko Yamaguchi	Outside Director (Independent Officer)	Same as left
Hisanao Amino	Audit & Supervisory Board Member	Same as left
Hiroaki Asakura	Audit & Supervisory Board Member	Director and General Manager, Weigao Nikkiso (Weihai) Dialysis Equipment Co., Ltd. (seconded to the Company's equity-method affiliate in China)
Naoshi Ogasawara	Outside Audit & Supervisory Board Member (Independent Officer)	Same as left
Eiichiro Nakatani	Outside Audit & Supervisory Board Member (Independent Officer)	Same as left

* Upon resolution at the 85th Ordinary General Meeting of Shareholders to be held on March 27, 2026, the proposal will be formally approved at the Board of Directors Meeting to be held on the same day.

* If Hiroaki Asakura is elected at the 85th Ordinary General Meeting of Shareholders to be held on March 27, 2026, he is scheduled to resign, effective the same date, from his position as Director and General Manager of Weigao Nikkiso (Weihai) Dialysis Equipment Co., Ltd., an equity-method affiliate of the Company, and to assume the position of Audit & Supervisory Board Member of the Company.