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February 9, 2026

To whom it may concern:

Company Name	NICHIAS Corporation
Representative	Katsumi Kametsu, President and Chief Executive Officer
Securities Code	5393 (Tokyo Stock Exchange Prime Market)
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Notice Concerning Officer Personnel Changes

The Company hereby announces that it has resolved, at a meeting of its Board of Directors held today, to implement the following personnel changes for its officers.

1. Changes in Officers' Positions, Titles, and Responsibilities (effective April 1)

(1) Changes in directors' positions, titles, and responsibilities

(Underlined portions indicate changes in positions, titles, and responsibilities)

Name	New positions, titles, and responsibilities	Current positions, titles, and responsibilities
Yukinori Ryuko	Director and Managing Executive Officer In Charge of Sales Department	Director and Managing Executive Officer In Charge of Sales Department, <u>and</u> <u>Division Director of Advanced</u> <u>Products Division</u>

(2) Changes in executive officers' positions, titles, and responsibilities

(Underlined portions indicate changes in positions, titles, and responsibilities)

Name	New positions, titles, and responsibilities	Current positions, titles, and responsibilities
Koji Fujii	Executive Officer <u>Next Generation Talent Development</u> <u>Manager</u>	Executive Officer <u>In charge of Creating mechanisms for</u> <u>Sales, and Project Manager – Next</u> <u>Generation Business Development</u> <u>Project</u>
Hironori Matate	Executive Officer <u>Administrative Division Manager</u>	Executive Officer <u>Division Director of Corporate</u> <u>Administration Division</u>

Koji Iwata	Executive Officer Division Director of Research & Development Division	Executive Officer Division Director of Research & Development Division, and <u>Division Director of Planning & Development Department in Research & Development Division</u>
Akira Sasaki	Executive Officer <u>Division Director of Advanced Products Division</u>	Executive Officer <u>President of Metakote Industry Corporation</u>

2. Changes in Executive Officers for the Upcoming Fiscal Year (effective June 26)

(1) Director candidates for the upcoming fiscal year

As the terms of office of all eight incumbent directors will expire at the conclusion of the Ordinary General Meeting of Shareholders to be held on June 26, 2026, seven directors, all of whom are to be reappointed, are to be proposed at the same meeting as follows.

Subject to their election as directors at the said meeting, they will assume their respective positions, titles, and responsibilities upon resolution at a meeting of the Board of Directors to be held after the said meeting.

(Underlined portions indicate changes in positions, titles, and responsibilities)

Status	Name	New positions, titles, and responsibilities	Current positions, titles, and responsibilities
Reappointment	Katsumi Kametsu	Representative Director, President & Chief Executive Officer	Representative Director, President & Chief Executive Officer
Reappointment	Tsukasa Yamamoto	Representative Director and Senior Managing Executive Officer In Charge of Internal Control, Compliance, Sustainability, and Accounting	Representative Director and Senior Managing Executive Officer In Charge of Internal Control, Compliance, Sustainability, and Accounting
Reappointment	Kiyoshi Sato	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion	Director and Managing Executive Officer In Charge of Research and Development and Digitalization Promotion
Reappointment	Yukinori Ryuko	Director and Managing Executive Officer In Charge of Sales Department	Director and Managing Executive Officer In Charge of Sales Department
Reappointment	Yoko Wachi	Outside Director	Outside Director
Reappointment	Yasushi Manabe	Outside Director	Outside Director
Reappointment	Reiko Iwasaki	Outside Director	Outside Director

*“Current positions, titles, and responsibilities” indicates the position, title, and/or responsibilities after the changes scheduled on April 1, 2026.

Retiring director:

Satoshi Tanabe (currently Director and Senior Managing Executive Officer and in charge of Production Department, Health and Safety, Environment, and Quality Assurance)

(2) Executive officers for the upcoming fiscal year

As the terms of office of all 13 current executive officers will expire on June 26, 2026 a total of 12 executive officers, 11 of whom were reappointed and 1 of whom was newly appointed, were elected as the

executive officers for the upcoming fiscal year as follows.

(Underlined portions indicate changes in positions, titles, and responsibilities)

Status	Name	New positions, titles, and responsibilities	Current positions, titles, and responsibilities
Reappointment	Hiroki Asada	Senior Executive Officer <u>In Charge of Production</u> <u>Department, Health and Safety, and</u> <u>Quality Assurance</u> , and Division Director of Production Headquarter Division	Senior Executive Officer Division Director of Production Headquarter Division
Reappointment	Mikio Torizuka	Senior Executive Officer Division Director of Energy and Industrial Plants Division	Senior Executive Officer Division Director of Energy and Industrial Plants Division
Reappointment	Yuko Totsuka	Senior Executive Officer In Charge of Environment	Senior Executive Officer In Charge of Environment
Reappointment	Hiroyuki Tomimatsu	Executive Officer Division Director of Building Materials Division	Executive Officer Division Director of Building Materials Division
Reappointment	Hironobu Imanaka	Executive Officer Division Director of Autoparts Division	Executive Officer Division Director of Autoparts Division
Reappointment	Satoshi Minobe	Executive Officer Deputy Division Director of Production Headquarter Division	Executive Officer Deputy Division Director of Production Headquarter Division
Reappointment	Koji Iwata	Executive Officer Division Director of Research & Development Division	Executive Officer Division Director of Research & Development Division
Reappointment	Shohei Fujii	Executive Officer Division Director of Industrial Products Division	Executive Officer Division Director of Industrial Products Division
Reappointment	Masaaki Hiratsuka	Executive Officer Deputy Division Director of Industrial Products Division, and Technical Executive Manager of Industrial Products Division	Executive Officer Deputy Division Director of Industrial Products Division, and Technical Executive Manager of Industrial Products Division
Reappointment	Kimihiko Nishiwaki	Executive Officer Section Manager of Business Strategy Office, and Division Director of Personnel Planning Department in Business Strategy Office	Executive Officer Section Manager of Business Strategy Office, and Division Director of Personnel Planning Department in Business Strategy Office
Reappointment	Akira Sasaki	Executive Officer Division Director of Advanced Products Division	Executive Officer Division Director of Advanced Products Division
New appointment	Takayuki Taniguchi	<u>Executive Officer</u> Division Director of Corporate Administration Division	Division Director of Corporate Administration Division

*“Current positions, titles, and responsibilities” indicates the position, title, and/or responsibilities after the changes scheduled on April 1, 2026.

Retiring executive officers:

Koji Fujii (currently Executive Officer, and Next Generation Talent Development Manager)

Hironori Matate (currently Executive Officer and Administrative Division Manager)