



February 13, 2025

Company Name: Nikko Co., Ltd.
Representative: Masaru Tsuji
Director and President
(Stoke Code: 6306 TSE Prime)
For Inquiries: Hiroshi Fujii
Director and Vice President
Director of Administrative Division
(TEL: 078-947-5263)

Notice Regarding Personnel Changes

Nikko Co., Ltd. (the “Company”) hereby announces that at the Board of Directors Meeting held on February 13, 2025, it was resolved to make the following personnel changes.

1. Changes in Director (Effective April 1, 2025)

Name	New Position Title	Current Position Title
Takahisa Nishikawa	Director and Senior Adviser	Chairperson of the Board, Chief of Affiliate Companies, and Director of Manufacturing Division
Masaru Tsuji	Representative Director and Chairperson of the Board, Chief of Affiliate Companies, and Director of Business Division	Representative Director and President, Chief Internal Control Officer, and Director of Technology Division
Tomomi Nakayama	Representative Director and President, Chief Internal Control Officer, and Director of Technology Division	Executive Managing Director, Director of Business Division, and General Manager of Business Strategy Department
Hiroshi Fujii	Director, Representative Director and President of Nikko Kosan Co., Ltd.	Director and Vice President, Director of Administrative Division, and Chief Export Control Officer
Takeshi Sone	Director, Deputy Director of Business Division, General Manager of Service Strategy Department and Mobile Plant Business Department	Director, General Manager of Service Strategy Department and Mobile Plant Business Department, Business Division
Koichi Kawakami	Director, Director of Administrative Division, Chief Security Officer, Chief Export Control Officer, General Manager of DX Business Team (CDO), CEO's Office	Director, Deputy Director of Administrative Division, General Manager of Corporate Strategy Department and DX Business Team (CDO), CEO's Office

2. Changes in Executive Officer and Associate Director (Effective April 1, 2025)

Name	New Position Title	Current Position Title
Kazuhiro Yamada	Senior Executive Officer, Director of Manufacturing Division and General Manager of Head Office Factory	Senior Executive Officer, Deputy Director of Manufacturing and General Manager of Head Office Factory
Katsuhiro Kawamura	Executive Officer, General Manager of R&D Center, Technology Division, General Manager of Low Carbon Task Force, CEO's Office	Executive Officer, General Manager of Development Department, Technology Division
Toshimasa Miyake	Executive Officer, General Manager of Corporate Strategy Department and Overseas Business Strategy Department, CEO's Office	Executive Officer, General Manager of AP Sales Management Department, Business Division, General Manager of Low Carbon Task Force, CEO's Office
Takashi Miki	Executive Officer, Deputy General Manager of Technology Management Department, and Senior Manager of Mechanical Design Sub-Department, Technology Division	Executive Officer, Deputy General Manager of Technology Management Department, and Senior Manager of Engineering Sub- Department
Hideto Hourai	Associate Director, Senior Manager of Development Support Department, R&D Center, Technology Division	Associate Director of Technology Division
Kazuki Kaneko	Associate Director, General Director of Group Business Strategy Department, CEO's Office	Associate Director, General Manager of Global Marketing Team, CEO's Office, Senior Manager of Business Strategy Office, Business Division

3. Personnel Changes (Effective April 1, 2025)

Name	New Position Title	Current Position Title
Toru Okada	General Manager of AP Sales Management Department, Business Division	Senior Manager of Chubu Branch, Business Division
Tomohiro Yoshikawa	Chief Safety and Health Officer, CEO's Office	Senior Manager of Chugoku and Shikoku Branch, Business Division
Toshihisa Shimada	Senior Manager of Chugoku and Shikoku Branch, Business Division	Deputy General Manager of Service Planning, Business Division
Keiji Tsukiyama	Senior Manager of Chubu Branch, Business Division	Manager of Sales Section 1, Industrial Machinery Sales Department, Business Division
Takuya Ishida	Business Division Mobile Plant Department Deputy Department Manager	Manager of Yokohama Sales Office, Business Division
Kenji Hirai	Deputy General Manager of Service Strategy Department, Business Division	Manager of Wangan Sales Office, Kanto Branch, Business Division
Jun Kobayashi	General Manager of Procurement Section, Manufacturing Division	Deputy General Manager of Development Department and Manager of Development Section 2, Technology Division
Hiroyuki Konishi	Manager of Yokohama Sales Office, Business Division	Manager of Service Section, Osaka Branch, Business Division

Yoshinori Matsugami	Deputy Senior Manager of Kanto Branch and Manager of Wangan Sales Office, Business Division	Deputy Senior Manager of the Kanto Branch, Business Division
Akira Kawahara	Manager of Niigata Sales Office, Kanto Branch, Business Division	Senior Manager of Tokyo Service Center, Service Strategy Department, Business Division
Eiji Hata	Manager of Minami Kyushu Sales Office, Kyushu Branch, Business Division	Manager of Service Section, Kyushu Branch, Business Division
Junji Hamaguchi	Senior Manager of Engineering Sub-Department, Technology Management Department, Technology Division	Senior Manager of Plant Development Sub-Department, Technology Management Department, Technology Division
Kota Yamasaki	Nikko Machinery Co., Ltd. General Manager of Design Technology Department	Senior Manager of Mechanical Design Sub-Department, Technology Management Department, Technology Division

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.