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February 5, 2026

To whom it may concern

Company Name: Nifco Inc.
Head Office: Hikarinooka 5-3, Yokosuka City, Kanagawa Prefecture
Company Code: 7988 (TSE Prime Market)
Rep. Director: Masaharu Shibao Representative Director, President & CEO
Contact Person: Kumi Sano Executive Officer, Head of Administration
(TEL 03-5476-4850)

Announcement concerning appointment of Directors and Executive Officers

The following decisions related to the appointment of Directors and Executive Officers were made at the board of directors' meeting held today.

The appointment of directors shall be formally approved at the 74th Annual General Meeting of Shareholders scheduled for June 24, 2026.

1. Candidates for Directors (scheduled date of change: June 24, 2026)

(1) Directors scheduled to be reappointed (excluding Directors who are Audit & Supervisory Committee Members) (4)

- Masaharu Shibao
- Michihiro Fukuo
- Yoshio Kometani (External)
- Satoshi Yamahata (External)

(2) Newly appointed directors (excluding Directors who are Audit & Supervisory Committee Members) (2)

- Han Sagong
- Yuka Miyagawa (External)

【Profile of Mr. Han Sagong】

Profile	Date of Birth	January 15, 1967 (59)
	1993 Feb	Joined Nifco Korea Inc.
	2016 Apr	Managing Director, Nifco Korea Inc., Head of Ulsan Factory
	2018 Apr	Senior Managing Director, Nifco Korea Inc, Head of Production, Head of Quality
	2024 Apr	Vice President & COO, Nifco Korea Inc.
	2025 Apr	Representative Director, President & CEO Nifco Korea Inc., Nifco Korea Group Control Officer

2025 Jun Executive Officer Nifco Inc., Representative Director, President & CEO
Nifco Korea Inc., Nifco Korea Group Control Officer

【Profile of Ms. Yuka Miyagawa】

	Date of Birth	October 10, 1962 (63)
Profile	1985 Apr	Joined Oki Electric Industry Co., Ltd.
	2017 Apr	Executive Officer, Head of Sales HQ 2, Integrated Sales HQ
	2020 Apr	Managing Executive Officer, Head of Business Collaboration Promotion HQ, Component & Platform Business HQ
	2021 Apr	Director, Managing Executive Officer, OKI Crosstech Co., Ltd.
	2022 Jun	External Director, SB Technology Corp.
	2024 Jun	External Auditor, TOPPAN Holdings Inc. (to present)
	2025 Jun	External Director (Audit & Supervisory Committee Member), Sanritsu Corporation (to present)

(3) Retiring Director (excluding Directors who are Audit & Supervisory Committee Members) (1)

- Yoshiko Nonogaki (External)

2. Change of Executive Officers (scheduled date of Change: June 24, 2026)

(1) Newly appointed Executive Officer (2)

- Minoru Narahara
- Kiminari Ameno

(2) Retiring Executive Officers (4)

- Masashi Koizumi
- Norihiko Murata
- Kazuomi Sakata
- Akihiko Hirose

【Reference】

As a result, the new management system will be as follows from June 24, 2026 onwards.

Representative Director (1)

Masaharu Shibao Representative Director, President & CEO *

Directors (5)

Michihiro Fukuo	Director, Head of R&D, Head of Manufacturing, Head of Production Engineering *
Han Sagong	Director, Nifco Korea Group Control Officer, President & CEO Nifco Korea Inc. (NEW) *

Yoshio Kometani	Director (External)
Satoshi Yamahata	Director (External)
Yuka Miyagawa	Director (External) (NEW)

Directors, Audit & Supervisory Committee Members (3)

Toshiki Yauchi	Director, Audit & Supervisory Committee Member
Mitsuhiro Matsumoto	Director (External), Audit & Supervisory Committee Member
Izumi Hayashi	Director (External), Audit & Supervisory Committee Member

Executive Officers (10)

Masaya Nagaoka	Executive Officer, Head of Group Strategy Office
Jin Jing-Jun	Executive Officer, China 5 Plant Control Officer, President and CEO Dongguan Nifco Co, Ltd.
Joan Oliveras	Executive Officer, Head of Corporate Strategy & CSO, Europe Business Control Officer
Kumi Sano	Executive Officer, Head of Administration, Head of ESG Promotion Office
Michael Rodenberg	Executive Officer, North America Business Control Officer, CEO Nifco America Corp., Nifco Central Mexico
Ken Yokota	Executive Officer, ASEAN Business Control Officer, Co-CEO Nifco Thailand
Tamotsu Sugiyama	Executive Officer, Head of Sales
Takahide Ichimaru	Executive Officer, Head of Platform Business
Minoru Narahara	Executive Officer, Head of Finance & Accounting & CFO (NEW)
Kimiya Ameno	Executive Officer, Head of Fastner Business (NEW)

* Concurrently serves as Executive Officer

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