

Notice of Personnel Changes

NIPRO Corporation is pleased to announce that its Board of Directors has decided on the following new candidates for various Director positions and newly appointed Executive Officers.

These candidates for Director positions are scheduled to be formally appointed at the Annual General Meeting of Shareholders to be held on June 26, 2025, followed by a resolution at the Board of Directors' meeting the same day. A resolution for the appointed Executive Officers will also be approved during the Board of Directors' meeting.

Personnel Changes *Effective June 26, 2025 (tentative)

1. Candidates for new Directors

New title	Name	Former title
Director, Division Manager of Global Business Division	Goichi Miyazumi	Senior Executive Officer, Deputy Division Manager of Global Business Division
Director, Executive General Manager of Domestic & Global Product Development & Technical Sales Headquarters	Kaname Sadahiro	Senior Executive Officer, Executive General Manager of Global Product Development & Technical Sales Headquarters, Global Business Division
Director, Division Manager of Domestic Business Division	Taku Nikaido	Executive Officer, Deputy Division Manager of Domestic Business Division; Executive General Manager of Global Medical Device Development & Technical Sales Headquarters, Global Business Division
Director, Division Manager of PharmaPackaging Division	Hideyuki Nishisako	Executive Officer, Deputy Division Manager of PharmaPackaging Division
Director, Manager of Production Technology Center	Atsushi Yoneda	Executive Officer, Deputy Manager of Production Technology Center

2. Directors scheduled to be transferred

New title	Name	Former title
Senior Managing Director, Administration	Takehito Yogo	Senior Managing Director, Administration, Executive General Manager of Corporate Planning Headquarters
Director, Executive General Manager of General Affairs & Human Resources Headquarters	Hideto Nakamura	Director, Executive General Manager of General Affairs & Human Resources Headquarters; Executive General Manager of Governance Management Headquarters

3. Directors scheduled to resign

New title	Name	Former title
Top Adviser (Excel Innovator), Medical DX Planning Office	Kiyotaka Yoshioka	Senior Managing Director, Domestic Business, Division Manager of Domestic Business Division
Top Adviser (Excel Innovator), New Product Planning Office	Toshiaki Masuda	Managing Director, Executive General Manager of Planning, Development & Engineering Headquarters
Top Adviser (Excel Innovator), Crisis Management and Disaster Preparedness Planning Office	Kyoetsu Kobayashi	Managing Director, Executive General Manager of Sustainable Production & Risk Management Headquarters
Top Adviser (Excel Innovator), Automated Production and Renewable Energy Planning Office	Kazuhiko Sano	Managing Director, Manager of Production Technology Center
Senior Executive Officer, Executive General Manager of Reliability Assurance Headquarters	Toyoshi Yoshida	Director, Executive General Manager of Reliability Assurance Headquarters

*More information on the Top Adviser (Excel Innovator) system will be announced at a later date.

4. Candidates for new Executive Officers

New title	Name	Former title
Executive Officer, Division Manager of SD Business Division(President & CEO of Machida Endoscope Co., Ltd. [Secondment])	Yoshikazu Kishigami	Deputy Division Manager of SD Business Division(President & CEO of Machida Endoscope Co., Ltd. [Secondment])
Executive Officer, Executive General Manager of Corporate Planning Headquarters	Mitsugu Sato	Deputy Executive General Manager of Corporate Planning Headquarters

5. Executive Officers scheduled to be transferred

(1) Domestic Business Division, Global Business Division

New title	Name	Former title
Executive Officer, Executive General Manager of Domestic Medical Device Production Management Headquarters, Domestic Business Division; Executive General Manager of Global Medical Device Production Management Headquarters, Global Business Division	Kazuhiko Fujishima	Executive Officer, Factory Manager of Odate Factory, Domestic Medical Device Production Management Headquarters, Domestic Business Division; Factory Manager of Odate Factory, Global Medical Device Production Management Headquarters, Global Business Division

(2) Planning, Development & Engineering Headquarters

New title	Name	Former title
Senior Executive Officer, Executive General Manager of Planning, Development & Engineering Headquarters	Hiroshi Sudo	Senior Executive Officer, Executive General Manager of Product Planning Headquarters, Planning, Development & Engineering Headquarters
Executive Officer, Manager of Research & Development Laboratory, Planning, Development & Engineering Headquarters	Katsuhiro Hiejima	Executive Officer, Deputy General Manager of Research Management Department, Research & Development Laboratory, Planning, Development & Engineering Headquarters; General Manager of Research & Development Department No. 5-1
Senior Executive Officer, General Manager of Research & Development Department No. 3, Research & Development Laboratory, Planning, Development & Engineering Headquarters	Hiroshi Yoshida	Senior Executive Officer, Center Director of Enzyme Center, Planning, Development & Engineering Headquarters; General Manager of Research & Development Department No. 3, Research & Development Laboratory
Executive Officer, Executive General Manager of iMEP, Planning, Development & Engineering Headquarters; Center Director of CR Center	Yasuhiko Morita	Executive Officer, Center Director of CR Center, Research & Development Laboratory, Planning, Development & Engineering Headquarters

(3) Governance Management Headquarters

New title	Name	Former title
Executive Officer, Executive General Manager of Governance Management Headquarters	Hisashi Hayashi	Executive Officer, Deputy Executive General Manager of Governance Management Headquarters

6. Executive Officers scheduled to resign

New title	Name	Former title
Top Adviser (Excel Innovator), Medical System Planning Office	Masanobu Iwasa	Senior Executive Officer, Division Manager of PharmaPackaging Division
Adviser of SD Business Division (President & CEO of NexMed International Co., Ltd.)	Masayuki Ito	Senior Executive Officer, Division Manager of SD Business Division (President & CEO of NexMed International Co., Ltd.)
Adviser of Crisis Management and Disaster Preparedness Planning Office	Koki Hatakeyama	Senior Executive Officer, Deputy Executive General Manager of Sustainable Production & Risk Management Headquarters
Adviser of Reliability Assurance Headquarters	Toshiya Kai	Senior Executive Officer, General Manager of Reliability Assurance Headquarters
Adviser of Medical DX Planning Office	Takashi Goto	Executive Officer, Deputy Executive General Manager of Medical Sales Headquarters, Domestic Business Division
Adviser of Automated Production and Renewable Energy Planning Office	Yoshiharu Yonemori	Executive Officer, Executive General Manager of Domestic Medical Device Production Management Headquarters, Domestic Business Division; Executive General Manager of Global Medical Device Production Management Headquarters, Global Business 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.