



February 25, 2026

Company name: NIPRO CORPORATION  
Name of representative: Tsuyoshi Yamazaki, Representative  
Director and President  
(Securities code: 8086; Prime Market)  
Inquiries: Hideto Nakamura, Director and  
General Manager of General Affairs /  
Human Resources Department  
(Telephone: +81- 6-6310-6910)

## Notice Regarding the Establishment of the Nomination and Compensation Committee

NIPRO CORPORATION (the “Company”) hereby announces that, at a meeting of its Board of Directors held on February 25, 2026, it resolved to establish a Nomination and Compensation Committee as a voluntary advisory committee to the Board of Directors, by adding nomination-related functions to the existing Compensation Committee.

### 1. Purpose of Establishment

To ensure fairness, transparency, and objectivity in the procedures relating to the nomination and compensation of directors, and thereby strengthen corporate governance.

The Compensation Committee was originally established on April 28, 2020; however, the Company has now decided to establish a Nomination and Compensation Committee by adding nomination functions to the existing committee.

### 2. Roles of the Committee

In response to consultations from the Board of Directors, the Nomination and Compensation Committee shall deliberate on the following matters and submit recommendations to the Board of Directors:

- (1) Matters concerning the appointment and dismissal of directors (matters to be resolved at shareholders’ meetings)
- (2) Matters concerning the selection and dismissal of representative directors
- (3) Matters concerning the selection and dismissal of directors with executive titles
- (4) Matters concerning compensation, etc. of directors
- (5) Matters concerning the maximum amount of directors’ compensation (matters to be resolved at shareholders’ meetings) and individual compensation
- (6) Matters concerning succession planning (including development of successors)

(7) Other matters deemed necessary by the Board of Directors

3. Composition of the Committee

The Nomination and Compensation Committee shall consist of three or more directors selected by resolution of the Board of Directors, a majority of whom shall be independent outside directors.

The chair shall be appointed from among the members by resolution of the Nomination and Compensation Committee.

4. Date of appointment

April 1, 2026

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.