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.

May 16, 2025

To Whom It May Concern:

Company name: DaikyoNishikawa Corporation
Representative: Ikuo Sugiyama, Representative Director and President
(Securities Code: 4246, Prime of Tokyo Stock Exchange)
Contact: Hironori Matsuo, Managing Executive Officer and Corporate Planning Division Manager
(Telephone: +81-82-493-5610)

Notice Concerning Executive Personnel Changes

At the Board of Directors meeting held today, DaikyoNishikawa Corporation has unofficially decided the following changes in Directors and will seek approval for the appointment of these Directors at the 18th Annual General Meeting of Shareholders, to be held on June 18 of this year.

I. Changes in Executives (Unofficial Decision)

1. Candidates for New Director

Name	New Position	Present Position
Yoko Ishida	Director	Assistant to the President and Specially Appointed Professor, Hiroshima University (Incumbent) President, Asia Pacific Evaluation Association (APEA) (Incumbent) President, Hiroshima Prefectural Foundation for Gender Equality (Incumbent)

*Ms. Yoko Ishida is a candidate for Outside Director.

2. Retiring Directors

Name	New Position	Present Position
Shigeki Sasaki	Retiring	Director

*Mr. Shigeki Sasaki is an Outside Director.

3. Effective Date of Change

June 18, 2025

II. New Executive Structure (Unofficially Decided)

The structure following the General Meeting of Shareholders, Board of Directors and Board of Auditors meetings scheduled to be held on June 18, 2025 will be as follows.

1. 11 Directors

Representative Director and President	Ikuo Sugiyama
Representative Director and Executive Vice President	Hideki Toi
Director and Senior Managing Executive Officer	Mitsugi Hataishi
Director and Senior Managing Executive Officer	Hiroyuki Kawakami
Director and Senior Managing Executive Officer	Hiroshi Ishida
Director and Senior Managing Executive Officer	Shigeharu Mifune
Outside Director	Haruko Murata
Outside Director	Taketo Hironaka
Outside Director	Toshihiko Matsumoto
Outside Director	Hiroaki Kobayashi
Outside Director	Yoko Ishida

2. Three Auditors

Audit & Supervisory Board Member (Full-time)	Yukio Shoji
Outside Audit & Supervisory Board Member	Keiko Fujimoto
Outside Audit & Supervisory Board Member	Tetsu Imamura