November 10, 2026

To Whom It May Concern

Company name	Nishio Holdings Co., Ltd.
Name of representative	Masashi Nishio, President
	(Stock code 9699, Tokyo Stock Exchange Prime Market)
Inquiries	Kazuo Yotsumoto,
	Director (In Charge of Administrative Departments)
	(TEL.06-6251-7302)

Notice of Executive Personnel Changes

NISHIO HOLDINGS CO., LTD. hereby announces that, at the Board of Directors meeting held on November 10, 2026, personnel changes were resolved as follows.

Details

1. Nishio Holdings Co., Ltd.

(1) Candidate for Newly Appointed Director

Name	New Position	Present Position
Takashi Kitayama	Director (In Charge of Special Assignments), Managing Director, General Manager of Telecommunication and Measurement Equipment Department, General Manager of Overseas Technology Department, In charge of Overseas business (Construction Machinery Division)	Managing Director, General Manager of Telecommunication and Measurement Equipment Department

(Note) The candidate will be formally appointed to the position upon resolution at the 68th Annual General Meeting of Shareholders to be held on December 21, 2026.
In addition, certain changes in the titles and the Director, in charge of Nishio Rent-All Co., Ltd. are scheduled to be formally finalized following resolution at the company's Annual General Meeting of Shareholders and the board of directors, both of which are scheduled to be held on December 22, 2026.

(2) Director Scheduled to Retire

Name	Present Position
Yoshihiro Tonomura	Director (In Charge of Special Assignments)

2. Nishio Rent All Co., Ltd.

(1) Candidate for Newly Appointed Director

Name	New Position	Present Position
Hidehiko Shinozawa	Director, General Manager of Chubu Branch, General Manager of Chubu Sales Department 2	Executive Officer, General Manager of Chubu Sales Department 2

(Note) The candidate will be formally appointed to the position upon resolution at the company's Annual General Meeting of Shareholders and the board of directors to be held on December 22, 2026.

(2) Personnel changes

Name	New Position	Present Position
Hiroshi Kashiwagi	Executive Officer, General Manager of Kyushu Business Department	General Manager of Kyushu Business Department
Yoshiyuki Otani	General Manager of Accounting Department of Nishio Holdings Co., Ltd. Executive Officer, General Manager of Accounting Department	General Manager of Accounting Department of Nishio Holdings Co., Ltd. General Manager of Accounting Department
Masateru Waki	Executive Officer, General Manager of System Solution Promotion Department	General Manager of System Solution Promotion Department

(Note) The candidate will be formally appointed to the position upon resolution at the company's the board of directors to be held on December 22, 2026.

3. Nishio Work Support Co., Ltd.

(1) Candidate for Newly Appointed Director

Name	New Position	Present Position
Mitsuhiro Uewada	President and Representative Director, President and Representative Director of Kantou Kamotsu CO., LTD.	President and Representative Director of Kantou Kamotsu CO., LTD.

(Note) The candidate will be formally appointed to the position upon resolution at the company's Annual General Meeting of Shareholders and the board of directors to be held on December 7, 2026.

(2) Change in Directors Position

Name	New Position	Present Position
Yasuki Tabuchi	Executive Managing Director	Managing Director

(Note) The candidate will be formally appointed to the position upon resolution at the company's the board of directors to be held on December 7, 2026.

4. Other Subsidiaries

(1) Change in the President and Representative Director

Name	New Position	Present Position
Masaharu Natsume	Director, in charge of Construction Machinery Division (North Kanto Region) of Nishio Rent All Co., Ltd., President and Representative Director of Shin-Tomoe Electric Manufacturing Co., Ltd., President and Representative Director of Tsubasa Parking Co., Ltd., President and Representative Director of Kato Motor Sales Co., Ltd.	Director, in charge of Construction Machinery Division (North Kanto Region) of Nishio Rent All Co., Ltd., President and Representative Director of Tsubasa Parking Co., Ltd., President and Representative Director of Kato Motor Sales Co., Ltd.
Takumi Hosoi	Managing Director of NORTH FORK PTY LTD, General Director of NISHIO RENT ALL VIETNAM CO., LTD.	General Director of NISHIO RENT ALL VIETNAM CO., LTD.
Masayoshi Hamada	Managing Director of NISHIO RENT ALL (THAILAND) CO., LTD.	Director, General Manager of Chubu Branch, General Manager of Overseas Technology Department, In charge of Overseas business (Construction Machinery Division)

(Note) 1. The change in the President and Representative Director of Shin-Tomoe Electric Manufacturing Co., Ltd. is scheduled to be formally decided following resolutions at the company's Annual General Meeting of Shareholders and Board of Directors meeting, both scheduled to be held on December 2, 2026.

2. The change in the Managing Director of NORTH FORK PTY LTD has been formally decided following a resolution at the company's Board of Directors meeting held on October 13, 2026.

3. Masayoshi Hamada is scheduled to step down as a director of Nishio Rent All Co., Ltd. effective December 22, 2026. In addition, certain change in the Managing Director of NISHIO RENT ALL (THAILAND) CO., LTD. is scheduled to be formally decided following a resolution by the company's board of directors, which is scheduled to be held on December 22, 2026.

End