

April 8, 2025

Company name: Nichiban Co., Ltd.  
 Name of representative: Toshiaki Takatsu, President  
 (Securities code: 4218 TSE Prime)  
 Inquiries: Yuko Kobayashi, Operating Officer,  
 General Manager of Corporate  
 Communication Department  
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### Notice of Changes in Officers

Nichiban Co., Ltd. (the “Company”) hereby announces that it has made an unofficial decision at the meeting of the Board of Directors held on April 8, 2025, to make changes in its officers as described below.

These changes are due for official decision at the Company’s 121st Annual General Meeting of Shareholders scheduled for June 26, 2025, and a meeting of the Board of Directors to be held thereafter.

#### 1. Candidate for Director to be newly appointed

- Name and career summary of the candidate for Outside Director

Name (Date of birth)	Career summary
Junko Sugawara (April 26, 1962)	<p>April 1982      Joined Calpis Food Industry, Co., Ltd.*</p> <p>April 2014      General Manager, Milk Procurement Division, Calpis Co., Ltd.                                          Outside Director, Calpis Foods Service Co., Ltd.</p> <p>March 2018      Director, Calpis Co., Ltd.</p> <p>March 2021      President and Representative Director, Calpis Co., Ltd. (retired in                                          March 2023)                                          (The status remains the same to date.)</p> <p>*Current Calpis Co., Ltd.</p>

(Note) As Ms. Junko Sugawara meets the requirements for independent officers set down by the Tokyo Stock Exchange, the Company plans to register her as an independent officer.

- Reason for nomination

Ms. Junko Sugawara has served as President and Representative Director of Calpis Co., Ltd., and has a wealth of experience, accomplishments and knowledge as a corporate manager. The Company nominated her as a candidate for Outside Director as it expects her to draw on her rich experience to not only offer opinions on corporate management, brand management, and other topics, but also provide advice and recommendations from a standpoint that is objective and independent from the Company’s management in order to ensure the validity of decision making at the Company’s Board of Directors meetings.

#### 2. Officers due to retire (with the expiration of term at the conclusion of the Company’s 121st Annual General Meeting of Shareholders scheduled for June 26, 2025)

- Outside Director  
Yoji Shimizu
- Audit & Supervisory Board Member  
Kazunori Takahashi

Mr. Kazunori Takahashi is scheduled to assume the office of Senior Advisor of the Company’s Corporate Planning Division after retirement.

(Reference) Directors and Audit & Supervisory Board Members after Annual General Meeting of Shareholders  
(prospective)

Name	Positions at the Company
Toshiaki Takatsu	President
Hironori Sakai	Executive Director
Hideaki Hara	Director, Managing Officer
Yasuhiko Takahashi	Director, Managing Officer
Tatsuo Ishihara	Outside Director
Akihiro Sato	Outside Director
Hiromi Sanada	Outside Director
Junko Sugawara	Outside Director
Osamu Sakamoto	Audit & Supervisory Board Member
Yasushi Kodama	Outside Audit & Supervisory Board Member
Atsushi Fukuda	Outside Audit & Supervisory Board Member