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February 12, 2026

Company name: Nippon Air Conditioning Services Co., Ltd.  
 Representative: Toshiaki Yorifuji, President & Representative Director  
 Securities code: 4658 (TSE Prime Market and NSE Premier Market)  
 Inquiries: Go Kitagawa  
 Executive Officer and General Manager of Corporate Planning Div.  
 Tel: +81-52-773-2875

## Notice Concerning Personnel Changes

Nippon Air Conditioning Services Co., Ltd. hereby announces that its Board of Directors has resolved on February 12, 2026 to make personnel changes effective April 1, 2026 as described below.

### 1. Personnel changes (effective April 1, 2026)

#### (1) Senior Executive Officers and Executive Officer (Change in responsibilities and Newly appointed)

New job title	Name	Current job title
Senior Executive Officer General Manager of Tokyo Office and Technology 1st Group M of Tokyo Office	Tadashi Matsui	Senior Executive Officer General Manager of Tokyo Office
Senior Executive Officer General Manager of Nagoya Office and Technology 2nd Group M of Nagoya Office	Takahiro Shibata	Senior Executive Officer General Manager of Nagoya Office
Executive Officer (newly appointed) General Manager of FM Control Div.	Yutaka Hirozawa	General Manager of FM Control Div.

#### (2) General Managers of Office and Managers (General Manager level)

New job title	Name	Current job title
General Manager of Hokkaido Office	Seiichi Hirano	Technology 1st Group SM of Chu-shikoku Office
General Manager of Kanto Office	Yukiharu Isaji	Technology 3rd Group M of Nagoya Office
General Manager of Chu-shikoku Office	Yasuo Uchida	Technology 1st Group M of Osaka Office
Technology 2nd Group M of Tokyo Office	Hidekazu Soeno	General Manager of Kanto Office
Technology 3rd Group M of Tokyo Office	Koji Tamura	Technology 1st Group M and 2nd Group M of Tokyo Office
Technology 3rd Group M of Nagoya Office	Akihito Yoshino	Technology 3rd Group M of Tokyo Office
Technology 1st Group M of Osaka Office	Yuji Matsui	Technology 1st Group M of Kyushu Office
Technology 1st Group M of Kyushu Office	Masashi Matsuda	Technology 2nd Group M of Nagoya Office

(“M” refers to Manager and “SM” refers to Sub Manager)