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January 7, 2026

Company name: Nishimatsu Construction Co., Ltd.  
Name of representative: Masakazu Hosokawa, Representative  
Director and President  
(Securities code: 1820; Tokyo Stock  
Exchange Prime Market)  
Inquiries: Hisashi Torii, Executive Officer, Deputy  
General Manager of Management Unit,  
and General Manager of General Affairs  
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### **Notice of Organizational Changes in Headquarters and Changes in Executive Officers**

Nishimatsu Construction Co., Ltd. (the "Company") hereby announces that we have decided to change the Company's headquarters organization and executive officers as described below.

1. Reorganization of the Headquarters Organization (Effective April 1, 2026)  
(Appendix: Comparison Table of Old and New Headquarters Organization)

The "Company" will integrate the Regional Environmental Solution Division and the Asset Value Added Business Division to establish a new Environment and Urban Development Division.

We will establish a new system to integrate the initiatives of each business division, concerning "local community development and PPP (Public Private Partnership)," "infrastructure investment in renewable energy etc.," "urban development and vitality creation," and "overseas real estate investment."

Through this reorganization, we aim to enhance our business development capabilities by mutually utilizing the investment experience, risk assessment, and overseas business knowledge etc. cultivated by both divisions. Additionally, we will expand business opportunities through synergies, such as incorporating decarbonization services into real estate development projects, thereby strengthening our operations and aiming to improve corporate value from a medium- to long-term perspective.

## 2. Change in executive officers

### (1) Executive officer scheduled to resign (Effective March 31, 2026)

| Name          | New Position      | Current Position  |
|---------------|-------------------|---|
| Koji Ishiyama | Executive Advisor | Executive Officer,<br>Deputy General Manager,<br>Technology Strategy Unit |

### (2) Changes in the roles and assigned duties of executive officers (Effective April 1, 2026)

| Name             | New Position  | Current Position  |
|------------------|---|---|
| Hiroki Kimura    | Managing Officer,<br>General Manager, West Japan<br>Regional Headquarters   | Executive Officer,<br>General Manager, West Japan<br>Regional Headquarters  |
| Kazutoshi Narita | Managing Officer,<br>Deputy General Manager,<br>Building Division   | Executive Officer,<br>Deputy General Manager,<br>Building Division  |
| Hitoshi Kususako | Executive Officer,<br>General Manager,<br>Environment and Urban<br>Development Division   | Executive Officer,<br>General Manager, Regional<br>Environmental Solutions Business<br>Division   |
| Koichi Oniki     | Executive Officer,<br>Deputy General Manager,<br>Environment and Urban<br>Development Division  | Executive Officer,<br>General Manager, Asset Value-<br>Added Business Division  |
| Makoto Nomura    | Executive Officer,<br>Deputy General Manager,<br>Environment and Urban<br>Development Division and<br>President and Representative<br>Director of Nishimatsu-Jisho<br>Co., Ltd. | Executive Officer,<br>Deputy General Manager, Asset<br>Value-Added Business Division<br>and President and Representative<br>Director of Nishimatsu-Jisho<br>Co., Ltd. |

### (3) (For Reference) Transfer of Branch Manager (Effective April 1, 2026)

| Name            | New Position  | Current Position   |
|-----------------|---|--|
| Atsushi Nakaoka | General Manager,<br>Hokuriku Branch Office, Kanto<br>Civil Engineering Regional<br>Headquarters | Project Director,<br>Narita Runway C Project Office,<br>Kanto Civil Engineering Regional<br>Headquarters |

## Comparison Table of Old and New Headquarters Organization

