



STANDARD
TOKYO

March 24, 2026

Company name: TENOX CORPORATION
Representative: Sunao Wakao, President and Representative Director
Securities code: 1905 (Standard market of Tokyo Stock Exchange)
Contact: Atsushi Taniyama, Director and Management General Manager
(TEL: +81-3-3455-7758)

Notice of Changes in Directors

TENOX CORPORATION (the “Company”) hereby announces that, at the extraordinary meeting of the Board of Directors held on March 24, 2026, the Company resolved to change Directors as follows.

The Company intends to make the official decision at the 56th Ordinary General Meeting of Shareholders—scheduled for late June 2026—and at the meeting of the Board of Directors to be held afterward.

1. Changes in Directors (excluding Directors who are Audit and Supervisory Committee Members)

(1) Candidate for appointment

Name	New position	Current position
Yuji Hirayama	Director, Executive Officer Construction Technology General Manager	Executive Officer Construction Technology General Manager

(2) Candidates for reappointment

Name	New position	Current position
Sunao Wakao	President and Representative Director	President and Representative Director
Naoya Matayoshi	Director, Executive Officer in charge of development	Director, Executive Officer in charge of development
Atsushi Taniyama	Director, Executive Officer Management General Manager	Director, Executive Officer Management General Manager
Masaya Sano	Director, Executive Officer Planning Manager	Director, Executive Officer Planning Manager
Toru Kurokawa	Director, Executive Officer Pile Business General Manager and Civil Engineering Sales Manager	Director, Executive Officer Pile Business General Manager and Civil Engineering Sales Manager

(3) Retiring Director

Name	New position	Current position
Katsunori Takahashi	Executive Officer Overseas Manager	Director, Executive Officer Overseas Manager

2. Changes in Directors who are Audit and Supervisory Committee Members

(1) Candidates for reappointment

Name	New position	Current position
Toshiyuki Mizui	Outside Director Full-time Audit and Supervisory Committee Member	Outside Director Full-time Audit and Supervisory Committee Member
Miki Suzuki	Outside Director Audit and Supervisory Committee Member	Outside Director Audit and Supervisory Committee Member
Tomokazu Kubo	Outside Director Audit and Supervisory Committee Member	Outside Director Audit and Supervisory Committee Member

3. Changes in Substitute Director who is an Audit and Supervisory Committee Member

(1) Candidate for reappointment

Name	New position	Current position
Satoshi Inoue	Substitute Director Audit and Supervisory Committee Member	Substitute Director Audit and Supervisory Committee Member

Reference (i)

Brief personal history of the candidate for new Director position

Name (Date of birth)	Personal history	Number of the Company's shares owned	
Yuji Hirayama (June 29, 1973)	Apr. 1996	Joined the Company	6,796 shares
	Apr. 2018	Technology Management Manager	
	Apr. 2020	Technology Manager	
	Apr. 2022	Executive Officer, Technology General Manager	
	Jun. 2025	Executive Officer, Construction Technology General Manager (current position)	

Reference (ii)

Directors and Officers as of April 1, 2026

Position	Name	Responsibility
President and Representative Director	Sunao Wakao	
Director, Executive Officer	Katsunori Takahashi	Overseas Manager
Director, Executive Officer	Naoya Matayoshi	In charge of development
Director, Executive Officer	Atsushi Taniyama	Management General Manager
Director, Executive Officer	Masaya Sano	Planning Manager
Director, Executive Officer	Toru Kurokawa	Pile Business General Manager and Civil Engineering Sales Manager
Outside Director Full-time Audit and Supervisory Committee Member	Toshiyuki Mizui	
Outside Director Audit and Supervisory Committee Member	Miki Suzuki	
Outside Director Audit and Supervisory Committee Member	Tomokazu Kubo	
Executive Officer	Katsuhisa Kodama	Greater Tokyo Area Business General Manager
Executive Officer	Yuji Hirayama	Construction Technology General Manager, Technology Manager and Technology Group Manager
Executive Officer	Kazuyuki Sakamoto	Regional Business General Manager and Osaka Sales Office Manager
Executive Officer	Yumenari Shimizu	General Director, TENOX ASIA COMPANY LIMITED

Reference (iii)

Directors and Officers (Planned) as of Late June 2026 (upon Conclusion of the Board of Directors Meeting Following the 56th Ordinary General Meeting of Shareholders)

Position	Name	Responsibility
President and Representative Director	Sunao Wakao	
Director, Executive Officer	Naoya Matayoshi	In charge of development
Director, Executive Officer	Atsushi Taniyama	Management General Manager
Director, Executive Officer	Masaya Sano	Planning Manager
Director, Executive Officer	Toru Kurokawa	Pile Business General Manager and Civil Engineering Sales Manager
Director, Executive Officer	Yuji Hirayama	Construction Technology General Manager, Technology Manager and Technology Group Manager
Outside Director Full-time Audit and Supervisory Committee Member	Toshiyuki Mizui	
Outside Director Audit and Supervisory Committee Member	Miki Suzuki	
Outside Director Audit and Supervisory Committee Member	Tomokazu Kubo	
Executive Officer	Katsunori Takahashi	Overseas Manager
Executive Officer	Katsuhisa Kodama	Greater Tokyo Area Business General Manager
Executive Officer	Kazuyuki Sakamoto	Regional Business General Manager and Osaka Sales Office Manager
Executive Officer	Yumenari Shimizu	General Director, TENOX ASIA COMPANY LIMITED