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January 30, 2026

To whom it may concern,

Name of listed company: **NITTOC CONSTRUCTION CO., LTD.**
 Name of representative: Yasuo Wada
 President & Representative Director
 Code No. 1929 (TSE Prime)
 Inquiries: Atsushi Yamazaki
 Director, Managing Executive Officer, and
 General Manager of Corporate Strategy
 Division
 (Phone) +81-3-5645-5080

Notice Concerning Change of Representative Director (Change of President and Increase in Number of Directors) and Organizational Changes

The Company hereby announces that, at its Board of Directors meeting held on January 30, 2026, a resolution was passed regarding the following changes of Representative Directors (change of President and increase in the number of Directors) and organizational changes.

I. Change of Representative Director

1. Reason for the change

To respond to an increasingly complex business environment swiftly and properly and strengthen our governance structure

2. Details of the change

Name	New Title	Current title
Naoto Kami	President & Representative Director, CEO	Director, Senior Managing Officer, General Manager, Safety, Environment & Quality Control Division and responsible for Business Operation Division and Engineering Division
Fumihiko Kajita	Representative Director, Executive Vice President, COO, General Manager, Business Operation Division	Director, Managing Executive Officer, General Manager, Business Operation Division, Head of Overseas Business Division
Atsushi Yamazaki	Representative Director, Executive Vice President, CMO, General Manager, Corporate Strategy Division	Director, Managing Executive Officer, General Manager, Corporate Strategy Division
Yasuo Wada	Chairperson of the Board	President & Representative Director

3. Scheduled date of assuming office: April 1, 2026

4. Career of newly appointed Representative Directors

4-1. New President & Representative Director

- (1) Name: Naoto Kami
- (2) Date of Birth: May 13, 1963
- (3) Final academic background: Department of Civil Engineering, Faculty of Engineering, Shibaura Institute of Technology (graduated in March, 1987)
- (4) Career summary:
- | | |
|------------|--|
| April 1987 | Joined the Company |
| April 2011 | General Manager, Business Department, Tokyo Branch |
| April 2014 | Deputy General Manager, Tokyo Branch |
| April 2017 | General Manager, Kyushu Branch |
| April 2018 | Operating Officer, General Manager, Kyushu Branch |
| April 2019 | Operating Officer, General Manager, Tokyo Branch |
| June 2019 | Managing Executive Officer, General Manager, Tokyo Branch |
| April 2021 | Managing Executive Officer, General Manager, Business Operation Division |
| June 2021 | Director, Managing Executive Officer, General Manager, Business Operation Division |
| April 2025 | Director, Senior Managing Officer, General Manager, Safety, Environment & Quality Control Division and responsible for Business Operation Division and Engineering Division (to present) |
- (5) Number of shares held: 56 thousand shares (*the number of shares held is the number of shares as of the submission date)

4-2. New Executive Vice President

- (1) Name: Fumihiko Kajita
- (2) Date of Birth: January 24, 1967
- (3) Final academic background: National Vocational School Organization, Independent Administrative Agency
Division of Civil Engineering, Department of Engineering for Innovation, National Institute of Technology, Tomakomai College (graduated in March, 1987)
- (4) Career summary:
- | | |
|------------|--|
| April 1987 | Joined the Company |
| April 2008 | General Manager, Construction Department, Tokyo Branch |
| April 2014 | General Manager, Business Department, Tokyo Branch |
| April 2016 | Head of Overseas Business Division |
| April 2019 | Operating Officer, Head of Overseas Business Division |
| April 2021 | Operating Officer, General Manager, Hiroshima Branch |
| April 2023 | Operating Officer, Deputy General Manager, Business Operation Division |
| June 2025 | Director, Managing Executive Officer, General Manager, Business Operation Division,
Head of Overseas Business Division (to present) |
- (5) Number of shares held: Nine (9) thousand shares (*the number of shares held is the number of shares as of the submission date)

4-3. New Executive Vice President

- (1) Name: Atsushi Yamazaki
- (2) Date of Birth: November 20, 1964
- (3) Final academic background: Department of Civil Engineering, Hokkaido Construction Engineering College, School Corporation Hokko Gakuen
(graduated in March 1985)
- (4) Career summary:
- | | |
|------------|---|
| April 1985 | Joined the Company |
| April 2007 | General Manager, Construction Department, Sapporo Branch |
| April 2010 | General Manager, Business Department, Sapporo Branch |
| April 2017 | General Manager, Sapporo Branch |
| April 2018 | Operating Officer, General Manager, Sapporo Branch |
| April 2021 | Operating Officer, Deputy General Manager, Corporate Strategy Division |
| June 2022 | Managing Executive Officer, Deputy General Manager, Corporate Strategy Division |
| April 2025 | Managing Executive Officer, General Manager, Corporate Strategy Division |
| June 2025 | Director, Managing Executive Officer, General Manager, Corporate Strategy Division (to present) |
- (5) Number of shares held: 11 thousand shares (*the number of shares held is the number of shares as of the submission date)

II. Organizational Change (Effective April 1, 2026)

1. The Engineering Division will be integrated into the Business Operation Division
Objective: Strengthen competitiveness through integrated management of technology development, sales, and construction
2. Support Division will be established at Head Office and Branch Offices
Objective: Strengthen the field operations by establishing a support system
3. Administration Division - Information Systems Department will be integrated into Corporate Strategy Division -DX Promotion Department
Objective: Organizational integration for rapid decision making