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January 27, 2026

Company name: NJS Co., Ltd.
 Name of representative: Masaaki Murakami, Representative Director and President
 (Securities code: 2325; Prime Market)
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Notice Regarding Executive Personnel Changes

NJS Co., Ltd. hereby announces that it has resolved the following changes in executive personnel.

1. Change of Executive Officer Positions

Name		New Title and Responsibility	Current Title and Responsibility
Noriyuki Shinonaga	Promotion	Senior Executive Officer Director of Nagoya Office	Executive Officer Director of Nagoya Office
Morio Hosoya	Promotion	Senior Executive Officer Administrative Division Director of HR and General Affairs Department	Executive Officer Administrative Division Director of HR and General Affairs Department
Masahiko Nishizawa	Reappointment	No Change	Executive Officer Administrative Division Director of Business Strategy Office
Isao Takeda	Reappointment	No Change	Executive Officer Director of Operations Division
Kiyoshi Kurihara	Reappointment	No Change	Executive Officer Regional Director of Osaka Office
Yukinori Masuya	Reappointment	No Change	Executive Officer - Mechanic & Electricity / Deputy Regional Director of Tokyo Office
Kimiyasu Ohtake	Reappointment	No Change	Executive Officer Director of Waterworks Division / Administrative Division Business Strategy Office
Hiromitsu Endo	Reappointment	No Change	Executive Officer Regional Director of Sapporo Office
Takahiko Sakai	Reappointment	No Change	Executive Officer Director of Corporate Planning & PR Department
Name		New Title and Responsibility	Current Title and Responsibility

Motoki Niiyama	Reappointment	No Change	Executive Officer Regional Director of Sendai Office
Ichiro Miyamura	Reappointment	No Change	Executive Officer Regional Director of Hiroshima Office
Shinji Ishii	Reappointment	No Change	Executive Officer Regional Director of Kyushu Office
Asao Sato	Reappointment	No Change	Executive Officer Operations Division Inspection Business Representative
Yusuke Inagaki	Reappointment	No Change	Executive Officer Operations Division Director of Inspection Department
Hiroyuki Toda	Reappointment	No Change	Executive Officer Regional Director of Tokyo Office
Kentaro Sato	Reappointment	Executive Officer Deputy Director of Global Environment Division / Director of Environmental Engineering Department	Executive Officer Deputy Director of Global Environment Division / Director of Business Development Department / Director of Environmental Engineering Department
Akimasa Uehara	Reappointment	No Change	Executive Officer - Detail Design
Akikazu Ohnishi	Reappointment	No Change	Executive Officer Operations Division Director of Software Department
Masaya Endo	Reappointment	No Change	Executive Officer - Planning
Mikita Amano	Reappointment	No Change	Executive Officer - Water Supply / Deputy Director of Waterworks Division / Director of Planning & Strategy Department

2. Effective Date

April 1, 2026