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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)
Inquiries: Yasuhiko Kabaya, Managing Director
(Telephone: +81-3-6324-4341)

Notice Regarding Personnel Changes

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

1. Change of Manager

Name	New Title and Responsibility	Current Title and Responsibility
Kenji Kasamatsu	Global Environmental Division Director of Business Development Department	Global Environmental Division Deputy Director of Business Development Department
Hirotetsu Koike	Global Environment Division Deputy Director of Environmental Engineering Department	Global Environment Division Environmental Engineering Department
Kazunori Hatsugai	Tokyo Office Director of Project Management Department 2	Tokyo Office Director of Project Management Department
Junichi Ohtsuki	Tokyo Office Director of Architecture Department	Osaka Office Deputy Director of Project Management Department
Satoru Nishiguchi	Osaka Office Director of Project Management Department	Tokyo Office Director of Project Management Department 2

2. Effective date

April 1, 2026