



February 26, 2026

Company name: GECOSS CORPORATION
Name of representative: Yoshiyuki Nobusa, President and
CEO
(Stock code: 9991; Tokyo Stock
Exchange Prime Market)
Contact: Masaki Otsubo, General Manager,
General Administration
Department
(Phone: +81-3-6699-7402)

Notice Concerning Change of Representative Director, Executive Appointments, and Organizational Changes

GECOSS CORPORATION (the “Company”) hereby announces that at the meeting of the Board of Directors held today, the following matters were resolved as set forth below.

As announced today in the release entitled, “Notice Concerning Transition to a Company with an Audit and Supervisory Committee and the Establishment of a Voluntary Nomination and Remuneration Committee,” the Company plans to transition to a company with an Audit and Supervisory Committee, subject to approval at the Company’s Annual General Meeting of Shareholders scheduled to be held in June of this year.

1. Change to the Representative Director (Effective April 1, 2026)

(a) Reasons for the change

To strengthen management structure towards the establishment of further growth and revenue base.

(b) New Representative Director

Representative Director Takeshi Ishizawa (Current: Director, Vice President)

* To be appointed Senior Vice President effective April 1, 2026.

2. New Director candidates (June 2026)

Director (Part-time) Satoshi Oki (Former: Senior Executive Vice President, Metal One Corporation)
(Current: Outside Director, Ishiguro International Co., Ltd.)
(Current: Outside Director, Nissei Trading Company Limited)

* Scheduled to be appointed Director at the Company’s Annual General Meeting of Shareholders to be held in June 2026.

* Mr. Satoshi Oki, a candidate for Director, is a candidate for Outside Director.

Director and Audit and Supervisory Committee Member (Full-time) Mitsuhiro Nogami (Current: Audit and Supervisory Board Member (Full-time))

*Scheduled to be appointed Director and Audit and Supervisory Committee Member at the Company’s Annual General Meeting of Shareholders to be held in June 2026.

Director and Audit and Supervisory Committee Member (Part-time) Miho Ueda (Current: Audit and Supervisory Board Member (Part-time))

*Scheduled to be appointed Director and Audit and Supervisory Committee Member at the Company's Annual General Meeting of Shareholders to be held in June 2026.

*Ms. Miho Ueda, a candidate for Director and Audit and Supervisory Committee Member, is a candidate for Outside Director.

Director and Audit and Supervisory Committee Member (Part-time) Ikuyo Yonemura (Current: Director, Yonemura Certified Public Accountant Office)
(Current: Outside Audit & Supervisory Board Member, Tribeck Inc.)
(Current: Part-time Inspector General, The Japan Society for the Promotion of Science)
(Current: Outside Audit & Supervisory Board Member, FURUKAWA CO., LTD.)

* Scheduled to be appointed Director and Audit and Supervisory Committee Member at the Company's Annual General Meeting of Shareholders to be held in June 2026.

*Ms. Ikuyo Yonemura, a candidate for Director and Audit and Supervisory Committee Member, is a candidate for Outside Director.

3. Director scheduled to retire (June 2026)

Retiring Mikio Asano (Current: Director (Part-time))

* Scheduled to retire from Director at the Company's Annual General Meeting of Shareholders to be held in June 2026.

4. Audit and Supervisory Board Members scheduled to retire (June 2026)

Advisor (Part-time) Nobuyuki Izawa (Current: Audit and Supervisory Board Member (Full-time))

* Scheduled to retire from Audit and Supervisory Board Member at the Company's Annual General Meeting of Shareholders to be held in June 2026.

Retiring Hirokazu Yamauchi (Current: Audit and Supervisory Board Member (Part-time))

* Scheduled to retire from Audit and Supervisory Board Member at the Company's Annual General Meeting of Shareholders to be held in June 2026.

5. Candidate for Substitute Director and Audit and Supervisory Committee Member (June 2026)

Substitute Director and Audit and Supervisory Committee Member Satoko Kitamura (Current: Partner Attorney, Hanzomon Sogo Law Office)

* Scheduled to be appointed Substitute Director and Audit and Supervisory Committee Member at the Company's Annual General Meeting of Shareholders to be held in June 2026.

6. Promoted Executive Officers (Effective April 1, 2026)

Senior Vice President Takeshi Ishizawa (Current: Vice President)
Vice President Nobutake Utsumi (Current: Executive Officer)

7. New Management Structure

(Effective April 1, 2026)

Directors and Audit and Supervisory Board Members

Representative Director, President and CEO	Yoshiyuki Nobusa
<u>Representative Director</u>	Takeshi Ishizawa
Representative Director	Kiyokatsu Tamura
Director (Part-time)	Kensuke Sato
Director (Part-time)	Mikio Asano*
Director (Part-time)	Tsuneko Murata*
Audit and Supervisory Board Member (Full-time)	Nobuyuki Izawa
Audit and Supervisory Board Member (Full-time)	Mitsuhiro Nogami
Audit and Supervisory Board Member (Part-time)	Hirokazu Yamauchi
Audit and Supervisory Board Member (Part-time)	Miho Ueda*

* Independent Officer

Executive Officers

President	Yoshiyuki Nobusa
<u>Senior Vice President</u>	<u>Takeshi Ishizawa (promoted)</u>
Vice President	Yoichi Kawamori
Vice President	Kiyokatsu Tamura
Vice President	Ryoji Hikosaka
Vice President	Toshiaki Miyajima
Vice President	Shinichi Iwasaki
<u>Vice President</u>	<u>Nobutake Utsumi (promoted)</u>
Executive Officer	Katsuhiko Ideyama
Executive Officer	Nobuyuki Igarashi
Executive Officer	Koichi Saeki
Executive Officer	Kenji Tanigaki

[Following the Annual General Meeting of Shareholders to be held in June 2026]

Directors

Representative Director, President and CEO	Yoshiyuki Nobusa
Representative Director	Takeshi Ishizawa
Representative Director	Kiyokatsu Tamura
Outside Director	Kensuke Sato
Outside Director	Tsuneko Murata*
<u>Outside Director</u>	<u>Satoshi Oki* (new appointment)</u>
<u>Director (Audit and Supervisory Committee Member) (Full-time)</u>	Mitsuhiro Nogami
<u>Outside Director (Audit and Supervisory Committee Member)</u>	Miho Ueda*
<u>Outside Director (Audit and Supervisory Committee Member)</u>	<u>Ikuyo Yonemura* (new appointment)</u>

* Independent Officer

Executive Officers

(No changes)

8. Division of Duties Among Executive Officers

(Effective April 1, 2026)

Position		Name	New Responsibilities
President (Representative Director)		Yoshiyuki Nobusa	CEO
<u>Senior Vice President (Representative Director)</u>	Promoted	Takeshi Ishizawa	In charge of Safety, Plant Safety, and Environmental Control Dept., Technology Planning Dept., Technical Dept. I, Technical Dept. II, and Geo Engineering Dept.
Vice President		Yoichi Kawamori	In charge of Sales Coordination Dept., Operation Dept., and Steel Fabrication and Bridge Business Division; General Manager, Steel Fabrication and Bridge Business Division
Vice President (Representative Director)		Kiyokatsu Tamura	In charge of Business Division II; General Manager, Business Division II
Vice President		Ryoji Hikosaka	In charge of Corporate Planning Dept., General Administration Dept., Finance Dept., Auditing Dept., and Back-office Management Dept.
Vice President		Toshiaki Miyajima	In charge of Business Division IV; General Manager, Business Division IV
Vice President		Shinichi Iwasaki	In charge of Personnel Dept. and Information and Communication Technology Promotion Dept.
<u>Vice President</u>	Promoted	Nobutake Utsumi	In charge of Business Division III; General Manager, Business Division III
Executive Officer		Katsuhiro Ideyama	In charge of Plant Operation Planning Dept. and Plant Sector
Executive Officer		Nobuyuki Igarashi	In charge of Business Division I; General Manager, Business Division I
Executive Officer		Koichi Saeki	In charge of Construction Division; General Manager, Construction Division
Executive Officer		Kenji Tanigaki	In charge of Corporate Planning Dept. and Business Innovation Leading Dept.; General Manager, Corporate Planning Dept.

(Note) Underlined areas indicate changes.

9. Overview of Organizational Changes (Effective April 1, 2026)

(1) Regarding the review of the Finance Dept. system

The Credit Evaluation Group will be established newly in the Finance Dept., and the responsibilities for individual client review and credit balance management will be transferred from the Accounting Group with the aim of enhancing the corporate credit risk management function.

(2) Regarding the review of the Construction Division system

The construction functions of each branch will be centralized under the Construction Division, which will be reorganized into the Construction Administration Dept., Construction Dept. I, Construction Dept. II, Construction Dept. III, and Construction Dept. IV, with the aim of strengthening the construction business strategy.

(a) Construction Dept. I

The construction functions of the Construction Group I and Construction Group II of Tokyo Construction Dept. I, Hokkaido Branch Construction Group, and Tohoku Branch Construction Group will be transferred to this department.

(b) Construction Dept. II

The construction functions of the Construction Group III of Tokyo Construction Dept. I, Construction Group IV of Tokyo Construction Dept. II, Kitakanto Branch Construction Group, Chiba Branch, Mito Branch, and Niigata Branch will be transferred to this department.

(c) Construction Dept. III

The construction functions of the Construction Group V and Construction Group VI of Tokyo Construction Dept. II, and Yokohama Branch Construction Group will be transferred to this department.

(d) Construction Dept. IV

The construction functions of the Osaka Construction Dept., Nagoya Branch Construction Group, Kyushu Branch Construction Group, Shikoku Branch, Hiroshima Branch, and Southern Kyushu Branch will be transferred to this department.

(Reference)

Career summary of newly appointed representative director

Name: Takeshi Ishizawa
New job title: Representative Director and Senior Vice President

Scheduled date of assuming office: April 2026

Date of birth: January 18, 1965

Career summary

April 1989	Joined Kawasaki Steel Corporation
April 2008	Manager, Civil & Construction Sec., Plant Engineering Dept., East Japan Works (Chiba) of JFE Steel Corporation
July 2011	Manager, Welded Pipe Design for Building & Construction Sec., Products Design & Quality Control Dept., East Japan Works (Chiba) of JFE Steel Corporation
April 2014	Manager, Civil Engineering Sec., Construction Material Development Dept., Construction Materials & Services Business Division of JFE Steel Corporation
April 2016	General Manager, Construction Material Development Dept., Construction Materials & Services Business Division of JFE Steel Corporation
April 2019	General Manager, Construction Materials Engineering Dept., Construction Materials & Services Business Division of JFE Steel Corporation
April 2020	Executive Officer of the Company
April 2022	Vice President of the Company
June 2022	Director and Vice President of the Company (current post)
April 2024	Representative Director, President and CEO of GECOSS DESIGN, Co., Ltd. (current post)

Number of shares held: 2,100