



## Translation

**Notice:** This document is an excerpt translation of the original Japanese document and is for reference purposes only. In the event of any discrepancy between this translated document and the original Japanese document, the latter shall prevail.

April 10, 2025

Company Name: OHBA CO., LTD.  
 Representative: Shigeru Tsujimoto, Representative Director & President  
 (Code: 9765, Prime Market of the Tokyo Stock Exchange)  
 Contact: Hirofumi Katayama, Managing Executive Officer,  
 General Manager of Planning Headquarters (Tel. 03-5931-5888)

## Notice of Changes in Directors, Audit & Supervisory Board Members and Key Personnel

At the Board of Directors meeting held on April 10, 2025, we announced that we have made the following resolutions regarding changes in directors and key personnel.

### 1. Directors and Key Personnel

#### (1) As of June 1, 2025

Name	New Position	Old Position
Toshinori Ohba	Director, Senior Managing Executive Officer Assistant to President <u>In charge of Internal Control and Compliance</u>	Director, Senior Managing Executive Officer Assistant to President <u>Business Promotion Management</u>
Naohiko Hanabusa	Director, Senior Managing Executive Officer Engineering Management	Director, Senior Managing Executive Officer Engineering Management <u>In charge of Internal Control and Compliance</u>
Shinsuke Minaki	<u>Director, Managing Executive Officer</u> Head Office, General Manager, Business Promotion Headquarters <u>Business Promotion Management</u>  Representative Director & President, Ohba Research and Land Surveys Co., Ltd.	<u>Director, Executive Officer</u> Head Office, General Manager, Business Promotion Headquarters <u>Tokyo Branch Management</u>  Representative Director & President, Ohba Research and Land Surveys Co., Ltd.

(2) As of August 26, 2025

Name	New Position	Old Position
Takeshi Mugishima	<u>Outside Director</u>	-
Naohiko Hanabusa	<u>Head Office, Engineering Advisor</u>	<u>Director, Senior Managing Executive Officer Engineering Management</u>

\* The 91st Ordinary General Meeting of Shareholders (held on August 26, 2025) will appoint nine (9) directors, of whom six (6) (the majority) will be outside directors.

## 2. Personnel Matters for Executive Officers

(1) As of June 1, 2025

Name	New Position	Old Position
Toshiya Akagawa	Senior Executive Officer Head Office, <u>General Manager, Engineering Headquarters In charge of DX</u>  Quality Management Representative General Manager, Quality Control Office General Manager, Proposal Promotion Office General Manager, Earthquake & Reconstruction Office	Senior Executive Officer Head Office, <u>Deputy General Manager, Engineering Headquarters</u>  Quality Management Representative General Manager, Quality Control Office General Manager, Proposal Promotion Office General Manager, Earthquake & Reconstruction Office
Masahiro Oomiya	<u>Senior Executive Officer</u> General Manager, Tohoku Branch Representative Director & President, Tohoku Toshi-Seibi Co., Ltd.	<u>Executive Officer</u> General Manager, Tohoku Branch Representative Director & President, Tohoku Toshi-Seibi Co., Ltd.
Shigeo Kurusu	<u>Senior Executive Officer</u> General Manager, Kyushu Branch	<u>Executive Officer</u> General Manager, Kyushu Branch
Toshiyuki Nonaka	<u>Senior Executive Officer</u> General Manager, Osaka Branch Representative Director & President, Kinki Toshi-Seibi Co., Ltd.	<u>Executive Officer</u> General Manager, Osaka Branch Representative Director & President, Kinki Toshi-Seibi Co., Ltd.
Akiyoshi Mochizuki	Executive Officer Head Office, <u>General Manager, Internal Control Office</u>	Executive Officer Head Office, <u>Deputy General Manager, Planning Headquarters General Manager, Human Resources Department</u>
Hiroshi Tujimoto	Executive Officer <u>Assistant to General Manager of Tokyo Branch</u> <u>In charge of Nationwide WS Promotion</u>	Executive Officer Head Office, <u>Deputy General Manager, Business Promotion Headquarters</u> <u>General Manager, Planning Business Promotion Office</u>

Tooru Nakagawa	Executive Officer Head Office, Deputy General Manager, Planning Headquarters In charge of Finance and Accounting <u>General Manager, Human Resources Department</u> General Manager, IR・SR Office	Executive Officer Head Office, Deputy General Manager, Planning Headquarters In charge of Finance and Accounting General Manager, IR・SR Office
Tetsuya Kosugi	Executive Officer Deputy General Manager, Tokyo Branch Quality Management Deputy Representative <u>General Manager, Urban Development Department</u>	Executive Officer Deputy General Manager, Tokyo Branch Quality Management Deputy Representative <u>General Manager, IMS Promotion Office</u>
Mitsuru Tachibana	Executive Officer Assistant to General Manager of Tokyo Branch <u>In charge of Civil Engineering Property Management</u>	Executive Officer Assistant to General Manager of Tokyo Branch <u>General Manager, Civil Engineering Property Management Department</u>
Mitsunori Fukuchi	<u>Executive Officer</u> Deputy General Manager, Tokyo Branch General Manager, Land Readjustment Department <u>General Manager, IMS Promotion Office</u>	<u>Executive</u> Deputy General Manager, Tokyo Branch General Manager, Land Readjustment Department
Ikuyoshi Minoda	<u>Head Office, Designated Advisor</u>	<u>Managing Executive Officer</u> <u>Head Office, General Manager, Engineering Headquarters</u> <u>In charge of DX</u>
Katsumi Ichikawa	<u>Nagoya Branch, Designated Advisor</u>	<u>Managing Executive Officer</u> <u>Head Office, Business Promotion Headquarters</u> <u>General Manager, Business Promotion Office</u>

(2) As of August 26, 2025

Name	New Position	Old Position
Toshiya Akagawa	Senior Executive Officer Head Office, General Manager, Engineering Headquarters <u>Engineering Management</u> , In charge of DX Quality Management Representative General Manager, Quality Control Office General Manager, Proposal Promotion Office General Manager, Earthquake & Reconstruction Office	Senior Executive Officer Head Office, General Manager, Engineering Headquarters In charge of DX Quality Management Representative General Manager, Quality Control Office General Manager, Proposal Promotion Office General Manager, Earthquake & Reconstruction Office

3. Other Key Personnel (effective June 1, 2025)

Name	New Position	Old Position
Kazuya Shibata	<u>Executive</u> Deputy General Manager, Tohoku Branch	Deputy General Manager, Tohoku Branch
Daisuke Irie	<u>Executive</u> Deputy General Manager, Tohoku Branch Quality Management Deputy Representative General Manager, General Affairs	Deputy General Manager, Tohoku Branch Quality Management Deputy Representative General Manager, General Affairs
Tetsuo Ueda	<u>Executive</u> Kyushu Branch, General Manager, Urban Planning	Kyushu Branch, General Manager, Urban Planning