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May 14, 2025

To whom it may concern:

Company name The Nippon Road Co., Ltd.  
Representative Toshiyuki Ishii  
Representative Director and President  
Securities code 1884  
Prime Market, Tokyo Stock Exchange  
Inquiries Isamu Nagase, General Manager of the  
Personnel Dept., Management Div.  
Phone number +81-3-4477-4041

### **Notice Concerning Changes in Directors**

The Nippon Road Co., Ltd. (the “Company”) hereby announces that at the Board of Directors’ Meeting held on May 14, 2025, a resolution was passed to implement changes in directors as described below.

The change in directors is scheduled to be formally determined, subject to approval at the 120th Annual General Meeting of Shareholders to be held on June 26, 2025.

#### 1. Changes in Directors (June 26, 2025)

##### 1) Retiring Director

New Position	Name	Former Position
—	Taku Matsumoto	Director

##### 2) Candidate for New Director

New Position	Name	Former Position
Director	Naoko Tomono	*Please refer to 3) History of the Candidate for New Director.

### 3) History of the Candidate for New Director

	Naoko Tomono	
Date of Birth	August 25, 1964	
History	April 1988	Joined The Seibu Department Stores, Ltd. (Currently Sogo & Seibu Co., Ltd.)
	December 2008	Registered with the Daini Tokyo Bar Association
	January 2009	Joined Takagi Yoshiko Law Office (Currently T and T PARTNERS LAW OFFICE)
	January 2013	Partner at Takagi Yoshiko Law Office (Currently T and T PARTNERS LAW OFFICE) (Current)
	June 2016	Outside Director of Taisei Lamick Co., Ltd. (Current)
	June 2017	Outside Director of F-TECH INC. (Scheduled to retire in June 2025)
	May 2025	Outside Director of Japan Home Shield Corporation (Scheduled to assume office)

## 2. List of Officers (June 26, 2025)

### 1) Directors

Position	Name	Remarks
Representative Director and President	Toshiyuki Ishii	Reappointment
Representative Director, Senior Managing Officer, and General Manager of the Management Division	Masakazu Hyodo	Reappointment
Director, Senior Managing Officer, General Manager of the Business Division, and in Charge of Building Construction	Kaoru Ito	Reappointment
Director, Senior Managing Officer, General Manager of the Production and Technical Division, and in Charge of Safety, Environment, Quality Control and Design	Takeshi Takasugi	Reappointment
Director, Managing Officer, and General Manager of the Corporate Promotion Division	Toshihiko Kasai	Reappointment
Director	Nozomu Morimura	Reappointment
Director	Fumiko Kosao	Reappointment
Director	Naoko Tomono	New appointment

Note: Mr. Nozomu Morimura and Ms. Fumiko Kosao meet the requirements for independent officers as defined by the Tokyo Stock Exchange, and the Company has submitted notification to the TSE designating them as independent officers.

Ms. Naoko Tomono meets the requirements for independent officers as defined by the Tokyo Stock Exchange, and the Company plans to submit notification to the TSE designating her as an independent officer.

2) Corporate Auditors

Position	Name	Remarks
Standing Corporate Auditor	Kazutaka Sakuma	—
Standing Corporate Auditor	Hikotaro Sakanoue	New appointment
Corporate Auditor	Yuichi Yamamori	—
Corporate Auditor	Yohei Kishi	—
Corporate Auditor	Hiroshi Sekine	—

Note: Mr. Yuichi Yamamori, Mr. Yohei Kishi, and Mr. Hiroshi Sekine are outside corporate auditors as set forth in Article 2, Item 16 of the Companies Act.

Mr. Yohei Kishi and Mr. Hiroshi Sekine meet the requirements for independent officers as defined by the Tokyo Stock Exchange, and the Company has submitted notification to the TSE designating them as independent officers.

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