

Note: This document has been translated from a part of the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

January 28, 2026

Company name:	Fudo Tetra Corporation
Representative:	Shinya Okuda, President, Representative Director
Securities code:	1813 Prime Market, Tokyo Stock Exchange
Inquiries:	Junichi Kashiwagi, General Manager of General Affairs Department, Administration Unit
Telephone:	+81-3)5644-8500

### **Notice: Regarding Disciplinary Action Against Directors**

Regarding the incident involving fictitious orders placed by employees, as announced in our "Notice: Regarding the Disclosure of the Special Committee's Investigation Report" dated December 1, 2025, we received the Investigation Report. Furthermore, as announced in our "Notice: Regarding the Formulation of the Detailed Execution Plan for Additional Recurrence Prevention Measures" dated December 26, 2025, we have formulated the "Detailed Execution Plan for Additional Recurrence Prevention Measures" and are actively implementing various measures.

We take seriously the management responsibility and supervisory responsibility in connection with this incident, and hereby announce that, at the meeting of the Board of Directors held today, we resolved to impose disciplinary actions on directors and other relevant officers as described below.

Furthermore, with respect to the employees who were involved in the inappropriate conduct in this matter, as well as the employees who were in positions responsible for supervising and managing such employees, we convened a disciplinary committee and determined the disciplinary actions to be taken in strict accordance with our internal rules and regulations, including the Company's Work Rules.

We hereby once again extend our sincere and deepest apologies to our shareholders, business partners, and all other stakeholders for the concern and inconvenience caused by this matter.

#### **< Disciplinary Action Against Directors (Effective February 2026)>**

- |   |  |
|---|--|
| • Shinya Okuda<br>President, Representative Director  | 20% reduction in monthly remuneration for 3 months |
| • Jun Ohbayashi<br>Director, Executive Vice President<br>(In charge of Civil Engineering Business, Soil Improvement Business, and Block Environment Business) | 15% reduction in monthly remuneration for 3 months |
| • Yoji Kawachi<br>Director, Managing Executive Officer<br>(General Manager, Administration Unit, and In charge of Safety, Quality, and Environment Unit)      | 10% reduction in monthly remuneration for 3 months |

In addition, with respect to Executive Officer, a 15% reduction in monthly remuneration for 2 months will be imposed on the Managing Executive Officer and Head of the Soil Improvement Business Unit; a 10% reduction in monthly remuneration for 2 months will be imposed on the Executive Officer and Deputy Head of Soil Improvement Business Unit and Head of Sales Department, as well as the Executive Officer and Deputy Head of Soil Improvement Business Unit and Head of Construction Department; and a 10% reduction in monthly remuneration for 1 month will be imposed on the Executive Officer and Kyushu Branch Manager (two individuals: the current incumbent and the former incumbent during the investigation period).