

February 12, 2026

Company name: Kajima Corporation
Representative: Yoshikazu Oshimi
Chairman and President, Representative Director
Securities code: 1812
(Tokyo Prime, Nagoya Premier)
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Announcement of Changes in Representative Directors, Directors and Audit & Supervisory Board Members

Kajima Corporation (the “Company”), at the Board of Directors’ Meeting held today, decided on the candidates for directors scheduled to be in office after transition to a Company with an Audit & Supervisory Committee, which will be proposed at the Ordinary Stockholders’ Meeting to be held in late June 2026. The details are described below. The changes will be officially determined after obtaining approval at the Ordinary Stockholders’ Meeting to be held on the same day and the subsequent Board of Directors’ Meeting.

For the transition to a Company with an Audit & Supervisory Committee, please refer to the “Notice Concerning Transition to a Company with Audit & Supervisory Committee” dated today. Partial amendments to the Articles of Incorporation associated with the transition to a Company with an Audit & Supervisory Committee will be disclosed as soon as they are determined.

1. Change of the President and Representative Director (scheduled for late June 2026)

(1) Details of the change

Chairman and Representative Director Yoshikazu Oshimi
(current position: Chairman and President, Representative Director)

President and Representative Director Masafumi Kiryu
(current position: Managing Executive Officer)

(2) Reason for the change

The Company has strived to minimize the risk of a management vacuum being created following the death of the former President through a structure in which the Chairman concurrently serves as the President. At its Nomination Advisory Committee, the Company has proceeded with the selection of a successor who will inherit and develop the creation of the foundation for the Company group’s sustainable growth including the enhancement of project management and the expansion of the construction value chain, which were advanced by the former President. By taking the opportunity to transition to a Company with an Audit & Supervisory Committee toward improving corporate value and strengthening corporate governance, the Company decided to change the President to aim for the further growth of group performance and the creation of new value under the new top management.

(3) Career summary of the candidate for new President and Representative Director

Name (Date of birth)	Career summary	Number of shares of the Company held
Masafumi Kiryu (November 21, 1961)	April 1984 Joined the Company January 2009 Project Manager, Osaki Station West Exit C District Development Project, Tokyo Architectural Construction Branch February 2015 Project Manager, (temp.) Shinhibiya Project, Tokyo Architectural Construction Branch February 2018 General Manager, Building Construction Department, Tokyo Architectural Construction Branch April 2021 Executive Officer, Deputy General Manager, Tokyo Architectural Construction Branch April 2024 Managing Executive Officer, General Manager, Yokohama Branch (to the present)	18,875 shares

2. Changes of Directors (scheduled for late June 2026)

(1) Retiring Directors

Name	Former position	Position after retirement
Takashi Kumano	Director and Managing Executive Officer	Managing Executive Officer
Yoichi Suzuki	Outside Director	Advisor

(2) New Candidate for Directors

Name	New position	Current position
Eiji Omori	Director and Standing Audit & Supervisory Committee Member	Executive Vice President and Representative Director, GINSEN CO., LTD.

(3) Candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members)

Name	New position	Former position
Yoshikazu Oshimi	Chairman and Representative Director	Chairman and President, Representative Director
Masafumi Kiryu	President and Representative Director	Managing Executive Officer
Keisuke Koshijima	Executive Vice President and Representative Director	Executive Vice President and Representative Director
Masaru Kazama	Executive Vice President and Representative Director	Executive Vice President and Representative Director
Hiroshi Ishikawa	Director and Executive Vice President	Director and Executive Vice President
Takeshi Katsumi	Director and Executive Vice President	Director and Executive Vice President
Tamotsu Saito	Director	Director
Masami Iijima	Director	Director
Yuko Yasuda	Director	Director

(Note) Mr. Tamotsu Saito, Mr. Masami Iijima, and Ms. Yuko Yasuda are candidates for Outside Directors as stipulated in Article 2, Item 15 of the Companies Act.

(4) Candidates for Directors who are Audit & Supervisory Committee Members

Name	New position	Former position
Toshiaki Kobayashi	Director and Standing Audit & Supervisory Committee Member	Standing Audit & Supervisory Board Member
Eiji Omori	Director and Standing Audit & Supervisory Committee Member	Executive Vice President and Representative Director, GINSEN CO., LTD.
Kazumine Terawaki	Director and Audit & Supervisory Committee Member	Director
Emiko Takeishi	Director and Audit & Supervisory Committee Member	Audit & Supervisory Board Member
Makiko Nakamori	Director and Audit & Supervisory Committee Member	Audit & Supervisory Board Member

(Note) Mr. Eiji Omori, Mr. Kazumine Terawaki, Ms. Emiko Takeishi, and Ms. Makiko Nakamori are candidates for Outside Directors as stipulated in Article 2, Item 15 of the Companies Act.

(5) Career summary of the candidate for Outside Director

Name (Date of birth)	Career summary	Number of shares of the Company held
<p>Eiji Omori (February 16, 1963)</p> 	<p>April 1985 Joined the Sumitomo Bank, Limited (currently Sumitomo Mitsui Banking Corporation)</p> <p>April 2014 Executive Officer, General Manager, Tokyo Corporate Banking Dep. IV, Sumitomo Mitsui Banking Corporation</p> <p>April 2015 Executive Officer, General Manager, Shinjuku Corporate Banking Division and Saitama Ikebukuro Corporate Banking Division, Sumitomo Mitsui Banking Corporation</p> <p>April 2016 Executive Officer, General Manager, East Japan Corporate Banking Division II, Sumitomo Mitsui Banking Corporation</p> <p>April 2017 Managing Executive Officer, Tokyo Corporate Banking Division, Tokyo Corporate Banking Dep. I, V, VII, and VIII, Sumitomo Mitsui Banking Corporation</p> <p>April 2019 Managing Executive Officer, Sumitomo Mitsui Banking Corporation</p> <p>May 2019 Advisor, SMBC Consulting Co., Ltd.</p> <p>June 2019 President and Representative Director, SMBC Consulting Co., Ltd.</p> <p>July 2020 Senior Executive Officer, GINSEN CO., LTD.</p> <p>June 2021 Senior Executive Officer and Representative Director, GINSEN CO., LTD.</p> <p>April 2024 Executive Vice President and Representative Director, GINSEN CO., LTD. (to the present)</p>	0 shares

3. Changes of Audit & Supervisory Board Members (scheduled for late June 2026)

Retiring Audit & Supervisory Board Members

Name	Former position	Position after retirement
Masahiro Nakagawa	Standing Audit & Supervisory Board Member	Advisor
Kazushi Suzuki	Standing Audit & Supervisory Board Member	Advisor
Toshiaki Kobayashi	Standing Audit & Supervisory Board Member	Director and Standing Audit & Supervisory Committee Member
Emiko Takeishi	Audit & Supervisory Board Member	Director and Audit & Supervisory Committee Member
Makiko Nakamori	Audit & Supervisory Board Member	Director and Audit & Supervisory Committee Member

Disclaimer: This document is an English translation of the announcement titled “Announcement of Changes in Representative Directors, Directors and Audit & Supervisory Board Members” which is filed with Stock Exchanges in Japan on February 12, 2026. Kajima Corporation provides this translation for your reference and convenience only without any warranty as to its accuracy. In case of any discrepancy between the translation and the Japanese original, the latter shall prevail.

[Reference]

The Directors as well as Directors and Audit & Supervisory Committee Members scheduled to be in office after the conclusion of the Ordinary Stockholders' Meeting to be held in late June 2026 are as follows:

(Underlined parts are amended.)

(Directors)

Position	Name
<u>Chairman and Representative Director</u>	Yoshikazu Oshimi
<u>President and Representative Director</u>	<u>Masafumi Kiryu</u>
Representative Director	Keisuke Koshijima
Representative Director	Masaru Kazama
Director	Hiroshi Ishikawa
Director	Takeshi Katsumi
Outside Director	Tamotsu Saito
Outside Director	Masami Iijima
Outside Director	Yuko Yasuda

(Directors and Audit & Supervisory Committee Members)

Position	Name
<u>Director and Standing Audit & Supervisory Committee Member</u>	<u>Toshiaki Kobayashi</u>
<u>Outside Director and Standing Audit & Supervisory Committee Member</u>	<u>Eiji Omori</u>
<u>Outside Director and Audit & Supervisory Committee Member</u>	<u>Kazumine Terawaki</u>
<u>Outside Director and Audit & Supervisory Committee Member</u>	<u>Emiko Takeishi</u>
<u>Outside Director and Audit & Supervisory Committee Member</u>	<u>Makiko Nakamori</u>