

February 13, 2026

To All Concerned Parties

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|----------------|---|
| Company Name | IBJ, Inc. (Code No.: 6071; TSE Prime Market) |
| Representative | Shigeru Ishizaka, CEO |
| Contact us: | General Manager of Management Administration Department Akira Ishida (Tel :080-7027-0983) |

Notice Regarding Change in Representative Director (Addition) and Transition to Co-Representative System

The Company resolved at its Board of Directors meeting held on February 13, 2026 to approve the following change in representative director (addition) as described below. This matter is scheduled to be formally decided at the 20th Ordinary General Meeting of Shareholders scheduled to be held on March 27, 2026, and at the subsequent meeting of the Board of Directors.

1. reason for the change

In order to achieve sustainable growth of our group and enhance corporate value, we will add one representative director to establish a two-person system to further strengthen our management structure.

Kenjiro Tsuchiya, who will become the new Representative Director and President, will oversee the improvement of existing businesses, organizational management, and finance/IR areas, leading the realization of ""continuous growth."" On the other hand, Shigeru Ishizaka, who will become Representative Director and Chairman, will focus on external activities as the ""face"" of the IBJ Group, including M&A, new business development, and collaboration with government and local authorities, toward the realization of ""discontinuous growth."" By exercising strong leadership from both ""internal"" and ""external"" perspectives, we will establish a robust management structure with no blind spots.

2. Details of the change

| Name | New Position | Current Position | Scheduled Date of Appointment |
|------------------|---------------------------------------|---------------------------------------|-------------------------------|
| Shigeru Ishizaka | Representative Director and Chairman | Representative Director and President | March 27, 2026 |
| Kenjiro Tsuchiya | Representative Director and President | Vice President and Director | March 27, 2026 |

3. Career summary of candidates for Representative Director and Chairman and Representative Director and President

| Candidate | Shigeru Ishizaka (born September 6, 1971) | Kenjiro Tsuchiya (born April 22, 1973) |
|----------------|--|---|
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| Career summary | <p>April 1995 The Industrial Bank of Japan, Limited (currently Mizuho Bank, Ltd.) Joined</p> <p>February 2006 Representative Director and President of the Company (to present), overseeing overall business execution</p> | <p>April 1998 Joined Shoko Fund Ltd.</p> <p>October 2007 Director of the Company</p> <p>April 2017 Managing Director of the Company</p> <p>March 2022 Managing Executive Officer of the Company</p> <p>January 2023 General Manager of Affiliate Business</p> |

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|-------------------------------------|---|---|
| | <p>December 2021 HITOSUKE Co., Ltd.</p> <p>Outside Director</p> <p>March 2022 Director of ZWEI Inc.</p> <p>October 2022 Director of IBJ Financial Advisory Co., Ltd.</p> <p>December 2022 Faber Company Inc.</p> <p>Outside Director (to present)</p> <p>December 2025 GROWBING, Inc.</p> <p>Representative Director (to present)</p> | <p>Headquarters</p> <p>Officer in charge of Sales Headquarters and Management Administration Department</p> <p>March 2023 Officer in charge of Lounge Headquarters</p> <p>March 2023 Managing Director of the Company</p> <p>December 2024 Community Business Division</p> <p>Officer in charge (to present)</p> <p>January 2025 Vice President and Director of the Company (to present)</p> <p>Officer in charge of Human Resources Department</p> <p>June 2025 Design & Systems Department</p> <p>General Manager (to present)</p> <p>October 2025 General Manager of Human Resources Department (to present)</p> <p>December 2025 Director of Decollte Holdings Corporation (to present)</p> |
| <p>number of</p> <p>shares held</p> | <p>11,849,700 shares</p> | <p>2,162,600 shares</p> |