



May 20, 2026

For Immediate Release

Company name: Hibiya Engineering, Ltd.
Representative: Hidetaka Nakagita, President and CEO
(Tokyo Stock Exchange, Prime Market Stock code: 1982)
Person to contact: Akira Domon, Executive Officer, Manager of
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Notice of Organizational Reforms and Changes in Officers

Hibiya Engineering, Ltd. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on May 20, 2026, the Company resolved to undertake organizational reforms and changes in its officers. Details are as follows.

The changes in officers will officially be determined at the 61st Annual General Meeting of Shareholders and at a meeting of the Board of Directors, both of which are scheduled to be held on June 25, 2026.

I. Organizational reforms (Effective June 25, 2026)

The Company will implement the following organizational reforms to realize its Management Vision: “Deeper, Greater, and Beyond” and to steadily promote measures according to the business growth strategy and the management foundation strategy, which are its basic strategies of the Ninth Medium-term Management Plan (April 2026 - March 2029).

- (1) The Corporate Strategy Department will be established under the direct control of President and Chief Executive Officer.
 - (i) The Planning Department, Management Headquarters will be abolished and its functions will be transferred to the Corporate Strategy Department.
 - (ii) The Group Business Promotion Office under the Planning Department, Management Headquarters will be relocated as a new organization under the Management Headquarters.
 - (iii) The Strategic Alliances and Investments Office will be established under the Corporate Strategy Department.
- (2) The General Affairs Department, Management Headquarters will be reformed as the General Affairs and HR Department, Management Headquarters
- (3) The IR and Public Relations Department, Management Headquarters will be elevated from Office status to Department status (the name of the organization will not be changed).
- (4) The Finance Department, Management Headquarters will be abolished and its functions will be transferred to the Accounting Department, Management Headquarters.
- (5) Some functions of the ICT Solution Department, Management Headquarters will be transferred to the Corporate Strategy Department and the ICT Solution Department, Management Headquarters will be reformed as the Information Systems Department, Management Headquarters.
- (6) The Business Development Department will be established within the Technology Strategy Headquarters.

II. Changes in officers (Effective June 25, 2026)

1. Changes in Executive Officers (Effective June 25, 2026)

(1) Candidates for new Executive Officer

Executive Officer

General Manager of General Affairs and Human Resources Department, Management Headquarters; Senior Manager of Legal Office, General Affairs and Human Resources Department, Management Headquarters

Kiyofumi Ueki (Currently General Manager of General Affairs Department, Management Headquarters; Senior Manager of Legal Office, General Affairs Department, Management Headquarters)

Executive Officer

General Manager of Sales Division, Urban Facilities Headquarters, Tokyo Main Office

Yutaka Yamato (Currently General Manager of Sales Division, Urban Facilities Headquarters, Tokyo Main Office)

(2) Retiring Executive Officer

Executive Officer

Tokai Branch Manager

Deputy General Manager of West Japan Business Promotion Headquarters

Yasuhisa Miwa (to become a senior advisor of the Company)

2. New management team (Effective June 25, 2026)

	Name	Entrusted matters
	Hidetaka Nakagita	
	Takanori Ashikawa	In charge of Corporate Strategy Department, Management Headquarters, Internal Audit Office, ESG Promotion Office
	Hirohiko Kyoho	General Manager of Sales Administration Headquarters
	Yasunori Arai	General Manager of Engineering Administration Headquarters
	Yasuaki Hori	General Manager of Corporate Strategy Department General Manager of Management Headquarters Senior Manager of ESG Promotion Office
	Masashi Kaneko	General Manager of Tokyo Main Office General Manager of Technology Strategy Headquarters General Manager of Urban Facilities Headquarters, Tokyo Main Office
*1	Seiichi Hashimoto	
*1	Masako Osuna	
*1	Junko Ogusi	
	Tadayuki Toyoda	General Manager of Safety and Quality Management Headquarters Senior Manager of Safety Management Department, Tokyo Main Office
	Koichi Inoue	Hokkaido Branch Manager
	Takayoshi Takano	Kyushu Branch Manager Deputy General Manager of West Japan Business Promotion Headquarters
	Akira Domon	General Manager of IR and Public Relations Department, Management Headquarters
	Teruhiko Sakaguchi	Tohoku Branch Manager
	Tadashi Arakawa	General Manager of Procurement Strategy Headquarters Senior Manager of Procurement Planning Department, Tokyo Main Office
	Takashi Ota	General Manager of Design Department, Tokyo Main Office
	Mitsuo Otsuka	Deputy General Manager of Sales Administration Headquarters General Manager of NTT Business Headquarters, Tokyo Main Office General Manager of Sales Division, NTT Business Headquarters, Tokyo Main Office
	Yoshio Horiuchi	Chugoku Branch Manager Deputy General Manager of West Japan Business Promotion Headquarters
	Katsuhisa Shimamura	General Manager of West Japan Business Promotion Headquarters Kansai Branch Manager
	Manabu Kishita	Tokai Branch Manager Deputy General Manager of West Japan Business Promotion Headquarters

	Name	Entrusted matters
	Kiyofumi Ueki	General Manager of General Affairs and HR Department, Management Headquarters; Senior Manager of Legal Office, General Affairs and HR Department, Management Headquarters
	Yutaka Yamato	General Manager of Sales Division, Urban Facilities Headquarters, Tokyo Main Office
*2	Takahiro Kawashima	
	Hiroshi Abe	
*2	Shohei Harada	
*2	Hiroataka Sato	

*1. Board of Directors Seiichi Hashimoto, Masako Osuna, and Junko Ogushi are Outside Directors.

*2. Company Auditors Takahiro Kawashima, Shohei Harada and Hiroataka Sato are Outside Company Auditors.