




May 19, 2025

Company name:  NIPPON RIETEC CO., LTD.
Name of representative: Shigeru Egusa, Representative
Director and President
(Securities code: 1938; Tokyo Stock
Exchange Prime Market)
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and General Manager of General
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Notice Concerning Change of Representative Directors and Officers, etc.

NIPPON RIETEC CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on May 19, 2025, to change the Company’s Representative Directors and officers as described below. The changes will be submitted to the 16th Annual General Meeting of Shareholders to be held on June 25, 2025 and formalized at the meeting of the Board of Directors to be held immediately thereafter.

I. Change to Representative Directors

1. Reason for the change

The Company intends to further enhance its management system to achieve sustainable growth for the Group and further increase its corporate value, and the Company expects that effecting replacements at top management level at the commencement of the Company’s new Medium-Term Management Plan will lead to a more dynamic management and executive system.

2. Names and job titles of newly appointed and retiring representative directors

New job title	Name	Current job title
Representative Director and President Executive Officer	Kimito Kubo	Managing Director
Chairman Executive Officer and Director	Shigeru Egusa	Representative Director and President

3. Career summary of newly appointed representative director

Name	Kimito Kubo
Career summary	May 22, 1964 Born
	April 1989 Joined East Japan Railway Company
	February 2002 Section Manager of Electric Power Section of Facilities Division of Morioka Branch Office
	May 2004 Section Manager of Electric Power Section of Electricity Division of Tokyo Branch Office

February 2007	Section Manager of Construction Department
July 2007	Section Manager of Electrical & Signaling Network Department
June 2009	General Manager of Facilities Division of Chiba Branch Office
June 2012	General Manager of Electricity Division of Tokyo Branch Office
June 2014	Deputy General Manager of Investment Planning Department of Corporate Planning Headquarters
June 2017	General Manager in charge of Electrical & Signaling Network Department
June 2019	General Manager of Inquiry & Audit Department
June 2021	Executive Officer and General Manager of Morioka Branch Office
June 2024	Managing Director, General Manager of Sustainability Promotion Division of the Company (current position)

Number of shares of the Company owned: 500 (as of March 31, 2025)

4. Scheduled date of assuming office

June 25, 2025

II. Changes to Officers (scheduled for June 25, 2025)

1. Candidates for officers who are Directors (excluding Directors who are Audit & Supervisory Committee Members) will be submitted to the 16th Annual General Meeting of Shareholders to be held on June 25, 2025.

New job title	Name	Current job title
Representative Director and President Executive Officer, and in charge of Audit Department, overall risk, and compliance	Kimito Kubo	Managing Director, General Manager of Sustainability Promotion Division, and in charge of Business Innovation Committee, overall risk, and compliance
Chairman Executive Officer and Director	Shigeru Egusa	Representative Director and President, in charge of Audit Department
Director, Managing Executive Officer, General Manager of Planning Department	Masaaki Sawamura	Managing Director, General Manager of Corporate Planning Department, Head of General Training Center, and in charge of Human Resource Department and Materials Department
Director (part-time)	Naomi Inoue	Director (part-time)
Director (part-time)	Hirohisa Hokari	Director (part-time)
Director (part-time)	Yuki Saito	Director (part-time)
Director (part-time)	Naoto Higaki	Director (part-time)

*Mr. Naomi Inoue, Mr. Hirohisa Hokari, Mr. Yuki Saito, and Mr. Naoto Higaki are candidates for Outside Directors pursuant to Article 2, paragraph (15) of the Companies Act.

2. New Executive Officer System (as of June 25, 2025)

New job title	Name	Current job title
Managing Executive Officer, General Manager of Power Systems Division, in charge of Safety Promotion Department	Masamitsu Oyanagi	Managing Executive Officer, General Manager of Power Systems Division
Managing Executive Officer, General Manager of Chuo Branch of Railway Division	Toshio Usui	Executive Officer, General Manager of Sendai Branch of Railway Division

Managing Executive Officer, General Manager of Public Infrastructure Division	Shigeru Hamasaki	Executive Officer, Deputy General Manager of Public Infrastructure Division, General Manager of East Japan Road Infrastructure Branch
Executive Officer, Deputy General Manager of Public Infrastructure Division, General Manager of Building Infrastructure Branch	Tatsuo Ishida	Executive Officer, Deputy General Manager of Public Infrastructure Division, General Manager of Building Infrastructure Branch
Executive Officer, Deputy General Manager of Chuo Branch of Railway Division	Junichi Sato	Executive Officer, Deputy General Manager of Railway Division
Executive Officer, General Manager of Human Resource and General Affairs Department	Seibun Suzuki	Executive Officer, General Manager of General Affairs Department, General Manager of Finance Department
Executive Officer, Power Systems Division, General Manager of East Japan Power Systems Branch	Toshihiko Ukon	Executive Officer, Power Systems Division, General Manager of East Japan Power Systems Branch
Executive Officer, General Manager of Railway Division	Satoshi Nasu	Executive Officer, Deputy General Manager of Chuo Branch of Railway Division

3. Retiring Executive Officers

New job title	Name	Current job title
	Ikuo Omori	Managing Executive Officer, General Manager of Public Infrastructure Division
Advisor	Toshihiko Suzuki	Senior Managing Executive Officer, General Manager of Railway Division, in charge of Safety Promotion Department
Advisor, Head of General Training Center	Fumihiko Koseki	Managing Executive Officer, General Manager of Chuo Branch of Railway Division