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May 18, 2026

Company name:  NIPPON RIETEC CO., LTD.
Name of representative: Kimito Kubo, Representative
Director and President Executive
Officer
(Securities code: 1938; Tokyo Stock
Exchange Prime Market)
Inquiries: Seibun Suzuki, Executive Officer
and General Manager of Human
Resource and General Affairs
Department
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Notice Concerning Changes in Officers

NIPPON RIETEC CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on May 18, 2026, it has resolved as described below. Candidates for Directors will be submitted to the 17th Annual General Meeting of Shareholders to be held on June 25, 2026 and formalized at the meeting of the Board of Directors to be held immediately thereafter.

I. Changes in Directors

1. Candidates for Directors (excluding Directors who are Audit & Supervisory Committee Members)
(to be submitted to the 17th Annual General Meeting of Shareholders to be held on June 25, 2026)

New job title	Name	Current job title
Representative Director and President Executive Officer, in charge of Audit Department, overall risk, and compliance	Kimito Kubo	Representative Director and President Executive Officer, in charge of Audit Department, overall risk, and compliance
Chairman Executive Officer and Director	Shigeru Egusa	Chairman Executive Officer and Director
Director, Senior Managing Executive Officer, General Manager of Planning Department	Masaaki Sawamura	Director, Managing Executive Officer, General Manager of Planning Department
Director, Managing Executive Officer, General Manager of Power Systems Division (As of July 1, 2026)	Masamitsu Oyanagi (New appointment)	Managing Executive Officer, General Manager of Power Systems Division, in charge of Safety Promotion Department
General Manager of Business Planning Department, General Manager of Power Systems Division		
Director (part-time)	Naomi Inoue	Director (part-time)
Director (part-time)	Yuki Saito	Director (part-time)
Director (part-time)	Naoto Higaki	Director (part-time)

Director (part-time)	Norio Shimizu (New appointment)	Representative Director and President, Tokiwa Sohgo Service Co., Ltd.
Director (part-time)	Fumiko Akagi (New appointment)	Professor and Head of Department, Kogakuin University

*Mr. Naomi Inoue, Mr. Yuki Saito, Mr. Naoto Higaki, Mr. Norio Shimizu, and Ms. Fumiko Akagi are candidates for Outside Directors pursuant to Article 2, Item 15 of the Companies Act.

2. Candidates for Directors (Audit & Supervisory Committee Members) (to be submitted to the 17th Annual General Meeting of Shareholders to be held on June 25, 2026)

New job title	Name	Current job title
Director (Audit & Supervisory Committee Member/part-time)	Sanae Jin	Director (Audit & Supervisory Committee Member/part-time)
Director (Audit & Supervisory Committee Member)	Naomi Nakayama (New appointment)	Representative Director, TMT Partners Co., Ltd.
Director (Audit & Supervisory Committee Member/part-time)	Mutsumi Kanai (New appointment)	Representative, Mutsumi Kanai Certified Public Accountant Office

*Ms. Naomi Nakayama and Ms. Mutsumi Kanai are candidates for Outside Directors pursuant to Article 2, Item 15 of the Companies Act.

3. Retiring Directors (excluding Directors who are Audit & Supervisory Committee Members) (as of June 25, 2026)

New job title	Name	Current job title
	Hirohisa Hokari	Director (part-time)

4. Retiring Directors (Audit & Supervisory Committee Members) (as of June 25, 2026)

New job title	Name	Current job title
	Hisao Akeboshi	Director (Audit & Supervisory Committee Member)
	Masato Ohno	Director (Audit & Supervisory Committee Member, part-time)

II. Changes in Executive Officers

1. New Executive Officer System (as of June 25, 2026)

New job title	Name	Current job title
Managing Executive Officer, General Manager of Chuo Branch, Railway Division	Toshio Usui	Managing Executive Officer, General Manager of Chuo Branch, Railway Division
Managing Executive Officer, General Manager of Public Infrastructure Division (As of July 1, 2026)	Shigeru Hamasaki	Managing Executive Officer, General Manager of Public Infrastructure Division
General Manager of Road Infrastructure Division		
Managing Executive Officer, General Manager of Railway Division, in charge of Safety Promotion Department	Satoshi Nasu (Promotion)	Executive Officer, General Manager of Railway Division

Managing Executive Officer, General Manager of Human Resource and General Affairs Department	Seibun Suzuki (Promotion)	Executive Officer, General Manager of Human Resource and General Affairs Department
Executive Officer, General Manager of East Japan Power Systems Branch, Power Systems Division (As of July 1, 2026)	Toshihiko Ukon	Executive Officer, General Manager of East Japan Power Systems Branch, Power Systems Division
General Manager of East Japan Power Systems Branch, Power Systems Division, and Deputy General Manager of Power Systems Division		
Executive Officer, Deputy General Manager of Railway Division	Shigeki Okazaki (New appointment)	Deputy General Manager of Chuo Branch, Railway Division
Executive Officer, Deputy General Manager of Railway Division	Takashi Ito (New appointment)	Deputy General Manager of Railway Division
Executive Officer, General Manager of Sendai Branch, Railway Division	Hiroshi Ozawa (New appointment)	General Manager of Sendai Branch, Railway Division
Executive Officer, General Manager of East Japan Road Infrastructure Branch, Public Infrastructure Division (As of July 1, 2026)	Yuki Tadaki (New appointment)	General Manager of East Japan Road Infrastructure Branch, Public Infrastructure Division
General Manager of East Japan Road Infrastructure Branch, Road Infrastructure Division, and Deputy General Manager of Road Infrastructure Division		
Executive Officer, General Manager of Building Infrastructure Branch, Public Infrastructure Division (As of July 1, 2026)	Akinori Hasegawa (New appointment)	General Manager of Planning Department, Public Infrastructure Division
General Manager of Building Axis Branch, Building Engineering Division, and General Manager of Building Engineering Division		
Executive Officer, Deputy General Manager of Planning Department, General Manager of Finance Office, Planning Department, and General Manager of General Affairs Office, Human Resource and General Affairs Department	Koji Ozaki (New appointment)	General Manager of Finance Office, Planning Department

2. Retiring Executive Officers (As of June 25, 2026)

New job title	Name	Current job title
Advisor (full-time)	Tatsuo Ishida	Executive Officer, General Manager of Building Infrastructure Branch, Public Infrastructure Division, and Deputy General Manager of Public Infrastructure Division
Advisor (full-time)	Junichi Sato	Executive Officer, Deputy General Manager of Chuo Branch, Railway Division