Disclaimer: This document is an English translation of the Japanese original which is filed with the Tokyo Stock Exchange and is only for reference purposes. In case of any discrepancy between this translation and the Japanese original, the latter shall prevail.

February 12, 2026

To Whom It May Concern

Company name: HAZAMA ANDO CORPORATION
Representative: Representative Director and President Kazuhiko Kuniya
Tokyo Stock Exchange Prime Market Securities Code: 1719
Contact: General Manager, Koji Saito
Corporate Communication Department
Phone: +81-3-3575-6094

Notice Concerning Election of Board Directors and Change of Executive Officers

HAZAMA ANDO CORPORATION (the "Company") hereby announces that, at a meeting of its Board of Directors held today, the Company resolved the election of Board Directors and changes to Executive Officers described below.
The election of Board Directors is scheduled to be formally determined at the Annual General Meeting of Shareholders for the FYE March 31, 2026 to be held in June 2026 and at the Board of Directors meeting following the Annual General Meeting of Shareholders.

1. Election of Board Directors

The terms of office of the current five Board Directors (excluding Board Directors serving as Audit and Supervisory Committee Members) will expire at the conclusion of the Annual General Meeting of Shareholders for the FYE ending March 31, 2026. Then, to enhance the Company's management system, the company will increase the number of Board Directors by one and has elected six candidates for Directors (excluding Board Directors serving as Audit and Supervisory Committee Members and including three External Board Directors) as follows.

(1) Candidates for Board Directors (excluding Board Directors Serving as Audit and Supervisory Committee Members)

(To be proposed at the Annual General Meeting of Shareholders for the FYE March 31, 2026 to be held in June 2026)

Name	New election / Reelection	Title and responsibilities (as of April 1, 2026)
Kazuhiko Kuniya	Reelection	Representative Director and President
Takeshi Komatsu	Reelection	Board Director and Senior Managing Executive Officer, Director of Building Construction Division
Shinichi Monjugawa	New election	Managing Executive Officer, in charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management
Masami Fujita	Reelection	External Board Director
Mariko Kitagawa	Reelection	External Board Director
Mieko Kuwayama	Reelection	External Board Director

* Election of each candidate is based on deliberations and reports by the Nomination and Remuneration Committee, which is established as an advisory body to the Board of Directors of the Company.
* Masami Fujita, Mariko Kitagawa, and Mieko Kuwayama are candidates for External Board Directors as stipulated in Article 2, Item 15 of the Companies Act. Additionally, the Company will submit notification to the Tokyo Stock Exchange they have been designated as independent officers as provided for by the aforementioned exchange.

(2) Career summary of the new candidate for Board Director

Name	Career summary
Shinichi Monjugawa	Apr. 1989 Joined HAZAMA CORPORATION June 2017 General Manager of Administration Department, Kanto Civil Branch of the Company Apr. 2019 General Manager of Administration Department, Tokyo Branch and Kanto Branch Oct. 2020 General Manager of Personnel Affairs Department Apr. 2022 Executive Officer, Deputy Director of Administration Division and Director of General Affairs Department, Administration Division Apr. 2023 Executive Officer, in charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management (current position) (up to the present)

(3) Reasons for nomination as new candidate for Board Director

The candidate possesses extensive experience and knowledge obtained through engagement in administrative operations such as examination, finance, human resources, and general affairs. He has been engaged in overseeing and supervising the business execution in the company-wide area of administration.

The Company believes that he will contribute to the sustainable growth and enhancement of corporate value of the Company by utilizing experience and insight that he has cultivated so far and has therefore nominated him as a candidate for Board Director.

2. Changes in Executive Officers

(1) Changes in roles and responsibilities of Executive Officers (as of April 1, 2026)

Name	New title and responsibilities	Current title and responsibilities
Shinichi Monjugawa	Managing Executive Officer, in charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management	Executive Officer, in charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management
Shogo Matsuo	Executive Officer, Deputy Director of Metropolitan Area Building Branch	Executive Officer, Deputy Director of Metropolitan Area Building Branch and General Manager of Building Department No. 1, Metropolitan Area Building Branch

(2) Newly elected Executive Officers (as of April 1, 2026)

Name	New title and responsibilities	Current title and responsibilities
Tsutomu Goto	Executive Officer, Director of Sapporo Branch	Director of Sapporo Branch

(3) Retiring executive officers (as of March 31, 2026)

Name	New title and responsibilities	Current title and responsibilities
Kazutaka Miyazaki	Advisor	Executive Officer, in charge of Building Construction Division

[Reference]

1. List of Directors (as of April 1, 2026)

Title and responsibilities	Name
Representative Director and President	Kazuhiko Kuniya
Board Director and Senior Managing Executive Officer, Director of Building Construction Division	Takeshi Komatsu
External Board Director	Masami Fujita
External Board Director	Mariko Kitagawa
External Board Director	Mieko Kuwayama
Board Director (Full-time Audit and Supervisory Committee Member)	Shinya Miyamori
External Board Director (Audit and Supervisory Committee Member)	Harufumi Mochizuki
External Board Director (Audit and Supervisory Committee Member)	Rie Kawaguchi
External Board Director (Audit and Supervisory Committee Member)	Katsuhiko Ito

* Masami Fujita, Mariko Kitagawa, Mieko Kuwayama, Harufumi Mochizuki, Rie Kawaguchi, and Katsuhiko Ito are external board directors as stipulated in Article 2, Item 15 of the Companies Act.

2. List of Executive Officers (as of April 1, 2026)

Title and responsibilities		Name
* President		Kazuhiko Kuniya
Vice President	In charge of Thoroughly Commit to Quality Project	Toru Ikegami
Vice President		Atsushi Sugao
* Senior Managing Executive Officer	Director of Building Construction Division	Takeshi Komatsu
Managing Executive Officer	In charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management	Shinichi Monjugawa
Managing Executive Officer	Director of Civil Engineering Division	Ryutaro Miyagawa
Managing Executive Officer	Director of Metropolitan Area Civil Engineering Branch	Hiroshi Sone
Managing Executive Officer	In charge of Building Construction Division	Hiroshi Nakanishi
Managing Executive Officer	General Manager of Project Assessment Office, Thoroughly Commit to Quality Project	Akio Fujimoto
Managing Executive Officer	Deputy Director of Building Construction Division	Hisakazu Gosho
Managing Executive Officer	Director of Metropolitan Area Building Branch	Yoshihisa Sakai
Managing Executive Officer	Director of Osaka Branch	Hiroto Iizuka
Executive Officer	Deputy Director of Building Construction Division	Takeaki Inoue
Executive Officer	Director of Tohoku Branch	Makoto Kinoshita
Executive Officer	Director of Hokuriku Branch	Tadashi Shimizu
Executive Officer	Director of Technical Research Institute and in charge of Disaster Management (Deputy)	Hirofumi Taniguchi
Executive Officer	Director of Energy Business Division	Ichiro Nagai
Executive Officer	Deputy Director of Metropolitan Area Building Branch	Katsuo Endo
Executive Officer	Director of Kyushu Branch	Jiro Kuroda
Executive Officer	Deputy Director of Hokuriku Branch	Shintaro Motoshige
Executive Officer	In charge of Information, Director of Corporate Strategy Division	Tadashi Kiryu
Executive Officer	Director of International Division	Akira Nishio
Executive Officer	Director of Building Lifecycle Support Division	Satoshi Matsuno
Executive Officer	Deputy Director of Building Construction Division	Hideaki Taniguchi
Executive Officer	Deputy Director of Building Construction Division	Chihiro Ariga
Executive Officer	Deputy Director of Civil Engineering Division	Keisei Uehara
Executive Officer	Deputy Director of Civil Engineering Division	Yusuke Wakayama
Executive Officer	Director of Nagoya Branch	Chikara Ishida
Executive Officer	Deputy Director of Metropolitan Area Building Branch	Shogo Matsuo
Executive Officer	Director of Sapporo Branch	Tsutomu Goto

* Concurrently serving as Board Director

3. List of Board Directors at the conclusion of Annual General Meeting of Shareholders for the FYE March 31, 2026 to be held in June 2026 (scheduled)

Title and responsibility	Name
Representative Director and President	Kazuhiko Kuniya
Board Director and Senior Managing Executive Officer, Director of Building Construction Division	Takeshi Komatsu
Board Director and Managing Executive Officer, in charge of Examination and Finance, Director of Administration Division and in charge of Disaster Management	Shinichi Monjugawa
External Board Director	Masami Fujita
External Board Director	Mariko Kitagawa
External Board Director	Mieko Kuwayama
Board Director (Full-time Audit and Supervisory Committee Member)	Shinya Miyamori
External Board Director (Audit and Supervisory Committee Member)	Harufumi Mochizuki
External Board Director (Audit and Supervisory Committee Member)	Rie Kawaguchi
External Board Director (Audit and Supervisory Committee Member)	Katsuhiko Ito

* Masami Fujita, Mariko Kitagawa, Mieko Kuwayama, Harufumi Mochizuki, Rie Kawaguchi, and Katsuhiko Ito are external board directors as stipulated in Article 2, Item 15 of the Companies Act.