



February 25, 2026

To Whom It May Concern

Company Name: Nippon Hume Corporation
 Representative: Tomoyuki Masubuchi
 President and Representative Director
 (Securities Code: 5262; Tokyo Stock Exchange Prime Market)
 Contact: Sunao Kato
 Executive Officer, General Manager
 of Administration Department
 (TEL: 03-3433-4111)

Notice Regarding Personnel Changes

Nippon Hume Corporation (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on February 25, 2026, to make preliminary decisions regarding the following personnel changes.

1. Changes of Directors (effective April 1, 2026)

Name	New Position	Current Position
Katsuhiko Inoue	Senior Managing Director Senior Managing Executive Officer Head of Business Strategy Management	Senior Managing Director Senior Managing Executive Officer <u>General Manager of Marketing Department and Kanto-Tohoku Branch</u> Head of Business Strategy Management and <u>Sewerage-related Business and Environmental-Related e-CON Business Strategy</u> <u>[Outside Director of NJS Co., Ltd.] (Note 2)</u>
Hiroaki Sakurai	Director Managing Executive Officer <u>General Manager of Marketing Department and Kansai Branch</u> <u>Head of Military-Related Business Strategy</u> <u>Head of Foundations Business Strategy</u> <u>[Outside Director of NJS Co., Ltd.] (Note 3)</u>	Director Managing Executive Officer General Manager of Kansai Branch <u>Head of Precast Marketing</u>

2. Changes of Executive Officers (effective April 1, 2026)

Name	New Position	Current Position
Sunao Kato	<p>Executive Officer General Manager of Business Administration Division and Administration Department General Manager of General Affairs and HR Division <u>[Outside Corporate Auditor of NJS Co., Ltd.] (Note 3)</u></p>	<p>Executive Officer General Manager of Business Administration Division and Administration Department General Manager of General Affairs and HR Division <u>General Manager of Real-Estate and Environment-Related Businesses Division</u></p>
Takanobu Watanabe	<p>Executive Officer <u>Attached to General Affairs and HR Division and secondment to GYKO AKEBONO</u> [President and Representative Director of GYKO AKEBONO]</p>	<p>Executive Officer <u>Deputy General Manager of Marketing Department</u> <u>Head of Military-Related Business Strategy</u> [President and Representative Director of GYKO AKEBONO] <u>[Outside Corporate Auditor of NJS Co., Ltd.] (Note 2)</u></p>
Hiroaki Tanabe	<p>Executive Officer <u>Deputy General Manager of Marketing Department</u> <u>Head of Precast Marketing and Sewerage-related Business and Environmental-Related e-CON Business Strategy</u></p>	<p><u>General Manager of Tokai Branch and Marketing Division</u> <u>General Manager of Mie Office</u></p>

3. Personnel Changes (effective April 1, 2026)

Name	New Position	Current Position
Hiroyuki Ishii	Deputy Director <u>Attached to General Affairs and HR</u> <u>Division and secondment</u> [President and Representative Director of COSHO]	Deputy Director <u>General Manager of Tomakomai Factory</u> <u>Manager of Quality Management</u> <u>Department</u> [President and Representative Director of COSHO]
Shuji Higuchi	<u>General Manager of Kanto-Tohoku Branch</u>	<u>Deputy General Manager of Kanto-Tohoku Branch</u>
Nobuaki Hamasaki	<u>General Manager of Real-Estate and</u> <u>Environment-Related Businesses Division</u> and Deputy General Manager of General Affairs and HR Division	Deputy General Manager of General Affairs and HR Division and <u>Expert of Real-Estate and Environment-Related Businesses Division</u>
Kentaro Kanda	<u>General Manager of Tomakomai Factory</u> <u>Manager of Quality Management</u> <u>Department</u>	<u>Deputy General Manager of Tomakomai Factory</u>
Takeshi Akao	<u>General Manager of Tokai Branch and</u> <u>Marketing Division</u> <u>General Manager of Mie Office</u>	<u>Project Manager of Marketing Division of Kansai Branch and General Manager of Hiroshima Office</u>

Note 1: The underlined portions represent changes.

Note 2: They will be retired at the conclusion of the 76th Annual General Meeting of Shareholders of NJS Co., Ltd. to be held on March 27, 2026.

Note 3: They will be elected at the 76th Annual General Meeting of Shareholders of NJS Co., Ltd. to be held on March 27, 2026.

End