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To whom it may concern

March 17, 2026

Company name: WAKACHIKU CONSTRUCTION CO., LTD.
Name of representative: Katsuhiko Karasuda,
President and Representative Director
(Code No.: 1888, TSE Prime Market)
Inquiries: Hiroyuki Nakano,
Executive Officer, in charge of Human
Resources
TEL +81-3-3492-0271

Notice Regarding Change of Representative Directors and Officers

WAKACHIKU CONSTRUCTION CO., LTD. (the “Company”) hereby announces that, at its board of directors’ meeting held on March 17, 2026, it informally decided on the change of Representative Directors and Officers, as described below.

1. Change of Representative Directors

(1) Reason for change

Due to the decision on a new management structure.

(2) Details of change

Name	Positions to be assumed on April 1	Current positions
Katsuhiko Karasuda	Chairman and Director	President and Representative Director, Executive President, and General Manager of Safety and Environment Division
Mikihiko Nagasako	President and Representative Director, Executive President, and General Manager of Safety and Environment Division	Director, Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department
Hisatoshi Makihara	Representative Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division	Director, Senior Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department
Kazumi Ishii	Director, Senior Managing Executive Officer, responsible for Construction Business Division	Representative Director, Senior Managing Executive Officer, General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division

(3) Career summary of a newly appointed President and Representative Director

Name (Date of birth)	Career summary	Number of the Company's shares owned	
Mikihiko Nagasako (November 29, 1964)	Apr. 1987	Joined the Company	4,006
	Apr. 2012	Assistant General Manager of Tokyo Branch and General Manager of General Evaluation Office	
	Apr. 2017	Deputy General Manager of Tokyo Branch	
	Apr. 2018	General Manager of Corporate Planning Department	
	Apr. 2020	General Manager of Corporate Planning Department, Corporate Management Division	
	Apr. 2022	Executive Officer, in charge of Corporate Planning Department, Corporate Management Division and General Manager of Corporate Planning Department	
	Apr. 2024	Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department	
	June 2025	Director, Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department (current position)	

* The number of the Company's shares owned includes the number of those owned through the Company's officer shareholding association.

(4) Career summary of a newly appointed Representative Director

Name (Date of birth)	Career summary	Number of the Company's shares owned	
Hisatoshi Makihara (March 20, 1962)	Apr. 1986	Joined the Company	7,678
	Apr. 2014	Assistant General Manager of Nagoya Branch and Supervising General Manager of Nagoya Sales Office	
	Apr. 2016	Deputy General Manager of Nagoya Branch	
	Apr. 2017	General Manager of Civil Engineering Department, Construction Business Division	
	June 2018	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
	Apr. 2020	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
	June 2020	Director, Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	
	Apr. 2024	Director, Senior Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department (current position)	

* The number of the Company's shares owned includes the number of those owned through the Company's officer shareholding association.

(5) Scheduled date of assuming office

April 1, 2026

2. Change of Executive Officers

(1) Change of Officers (effective April 1, 2026)

Name	Positions to be assumed on April 1	Current positions
Kazutaka Hanada	Director, Senior Managing Executive Officer, Officer in charge of Construction Business Division and Supervisor of Sales	Director, Managing Executive Officer, Officer in charge of Construction Business Division and Supervisor of Private Sector Sales
Yasuo Matsunaga	Senior Managing Executive Officer, Officer in charge of technology, Construction Business Division	Managing Executive Officer, Officer in charge of technology, Construction Business Division
Hisayuki Nakayama	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Design Department	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Design Department
Yukiharu Tone	Managing Executive Officer, in charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department	Managing Executive Officer, General Manager of Nagoya Branch
Ryoji Furukawa	Managing Executive Officer, Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department	Executive Officer, General Manager of Hamamachi Head Office, and General Manager of Kyushu Branch
Masayoshi Makuta	Managing Executive Officer, General Manager of Tokyo Branch	Executive Officer, General Manager of Tohoku Branch

(2) Newly appointed Executive Officers (effective April 1, 2026)

Name	Positions to be assumed on April 1	Current positions
Naoyuki Ikki	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Technology Department	General Manager of Technology Department, Construction Business Division, and General Manager of Technology Research Center
Noboru Matsumoto	Executive Officer, General Manager of Nagoya Branch	Deputy General Manager of Nagoya Branch
Seiichi Morita	Executive Officer, General Manager of Tohoku Branch	Deputy General Manager of Tokyo Branch
Tatsuo Yuki	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Technology Planning Department	General Manager of Technology Planning Department, Construction Business Division
Minehiro Umezaki	Executive Officer, in charge of Safety and Environment Department, Safety and Environment Division, and General Manager of Safety and Environment Department	General Manager of Safety and Environment Department, Safety and Environment Division
Tatsuto Kusakabe	Executive Officer, Deputy General Manager of Tokyo Branch	Deputy General Manager of Tokyo Branch
Toshihiro Mawatari	Executive Officer, General Manager of Hamamachi Head Office, and General Manager of Kyushu Branch	Deputy General Manager of Kyushu Branch
Yuji Yamada	Executive Officer, in charge of Human Resources Department, Corporate Management Division, and General Manager of Human Resources Department	General Manager of Human Resources Department, Corporate Management Division, and General Manager of Human Resource Development Section

Name	Positions to be assumed on April 1	Current positions
Atsushi Nakamura	Executive Officer, in charge of Construction Business Division, and General Manager of Sales Planning Department	General Manager of Sales Planning Department, Construction Business Division

(3) Retiring Executive Officers (effective March 31, 2026)

Name	Positions to be assumed on April 1	Current positions
Hidetaka Nogi	Full-time Advisor	Managing Executive Officer, General Manager of Tokyo Branch
Norihiko Arase	General Manager of Risk Management Department	Managing Executive Officer, in charge of Risk Management Department, and General Manager of Risk Management Department
Tetsuya Miwa	Full-time Advisor	Executive Officer, Officer in charge of Construction Business Division, General Manager of Technology Planning Department
Kenshiro Iguchi	Full-time Advisor	Executive Officer, Officer in charge of Construction Business Division, and General Manager of Technology Department
Hiroyuki Nakano	Deputy General Manager of Corporate Management Division	Executive Officer, in charge of General Affairs Department, Corporate Management Division, General Manager of General Affairs Department and in charge of Human Resources Department

3. Change of Directors

(1) Retiring Director (scheduled for late June, 2026)

Name	New position	Position as of April 1
Kazumi Ishii	Full-time Advisor	Director, Senior Managing Executive Officer, responsible for Construction Business Division

* The term of office will expire at the conclusion of the 210th Annual General Meeting of Shareholders scheduled in June 2026.

4. Major Changes in Organization (effective April 1, 2026)

The Company will clarify the division of duties by renaming Design Department to Civil Engineering Design Department, First Design Section to Marine Design Section, and Second Design Section to Land Design Section, respectively, and by establishing Design Development Section.

End

(Reference) Management structure effective April 1, 2026

Positions	Name	Responsibilities
Chairman *2	Katsuhiko Karasuda	
Executive President *1	Mikihiko Nagasako	General Manager of Safety and Environment Division
Senior Managing Executive Officer *2	Kazumi Ishii	Responsible for Construction Business Division
Senior Managing Executive Officer *1	Hisatoshi Makihara	General Manager of Construction Business Division, and Deputy General Manager of Safety and Environment Division
Senior Managing Executive Officer	Hiroki Mizoguchi	Officer in charge of Technology, Construction Business Division
Senior Managing Executive Officer *2	Kazutaka Hanada	Officer in charge of Construction Business Division and Supervisor of Sales
Senior Managing Executive Officer	Yasuo Matsunaga	Officer in charge of Technology, Construction Business Division
Managing Executive Officer *2	Makoto Nakamura	General Manager of Corporate Management Division
Managing Executive Officer	Toyomitsu Miyasaka	Officer in charge of Construction Business Division, Supervisor of Government Sector Sales, and General Manager of Sales Department
Managing Executive Officer	Hisayuki Nakayama	Officer in charge of Construction Business Division, and General Manager of Civil Engineering Design Department
Managing Executive Officer	Yukiharu Tone	In charge of Corporate Planning Department, Corporate Management Division, General Manager of Corporate Planning Department and in charge of Information Systems Department
Managing Executive Officer	Ryoji Furukawa	Officer in charge of Construction Business Division, and General Manager of Civil Engineering Department
Managing Executive Officer	Masayoshi Makuta	General Manager of Tokyo Branch
Executive Officer	Takuya Tsuji	Deputy General Manager of Kyushu Branch
Executive Officer	Yasuaki Tanimoto	General Manager of Osaka Branch
Executive Officer	Tomohito Kawai	Officer in charge of Technology, Construction Business Division
Executive Officer	Toshiyuki Chijiya	Officer in charge of Construction Business Division, General Manager of Construction Department, and General Manager of Quality Control Office
Executive Officer	Shinichi Tonogaki	Officer in charge of Construction Business Division, and General Manager of International Department
Executive Officer	Yasuyuki Kankaku	Officer in charge of Construction Business Division, and General Manager of New Energy Source Department
Executive Officer	Koichi Shirayama	Officer in charge of Technology, Construction Business Division
Executive Officer	Hiroshi Yamamoto	Officer in charge of Construction Business Division
Executive Officer	Yoshihiko Igawa	Officer in charge of Construction Business Division, and General Manager of Construction Design Department
Executive Officer	Naoyuki Ikki	Officer in charge of Construction Business Division, and General Manager of Technology Department

Positions	Name	Responsibilities
Executive Officer	Noboru Matsumoto	General Manager of Nagoya Branch
Executive Officer	Seiichi Morita	General Manager of Tohoku Branch
Executive Officer	Tatsuo Yuki	Officer in charge of Construction Business Division, and General Manager of Technology Planning Department
Executive Officer	Minehiro Umezaki	In charge of Safety and Environment Department, Safety and Environment Division, and General Manager of Safety and Environment Department
Executive Officer	Tatsuto Kusakabe	Deputy General Manager of Tokyo Branch
Executive Officer	Toshihiro Mawatari	General Manager of Hamamachi Head Office, and General Manager of Kyushu Branch
Executive Officer	Yuji Yamada	In charge of Human Resources Department, Corporate Management Division, and General Manager of Human Resources Department
Executive Officer	Atsushi Nakamura	Officer in charge of Construction Business Division, and General Manager of Sales Planning Department

*1: Those concurrently serving as Representative Director

*2: Those concurrently serving as Director