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February 13, 2026

Company name: NIPPON CONCRETE INDUSTRIES CO., LTD.
 Representative: TSUKAMOTO Hiroshi, Representative Director and President (Securities code: 5269, Tokyo Stock Exchange Prime Market)
 Inquiries: SUGITA Yoshihiko, Director and Managing Executive Officer (Telephone: +81-3-3452-1025)

Notice Concerning Changes of Representative Directors and Officers

NIPPON CONCRETE INDUSTRIES CO., LTD. (the “Company”) hereby announces that it has, at the Board of Directors meeting on February 13, 2026, tentatively decided on changes in Representative Directors and the appointments of Executive Officers effective April 1, 2026, and the appointments of Directors effective June 26, 2026. The details are as follows:

1. Changes of Representative Directors (Effective April 1, 2026)

(1) Reasons for the changes

To change the management structure of the Board of Directors.

(2) Details of the changes

New position	Name	Current position
Representative Director and President	SUGITA Yoshihiko	Director
Director and Chairman	TSUKAMOTO Hiroshi	Representative Director and President

2. Candidates for Director (effective June 26, 2026)

New position	Name	Classification	Current position (As of February 13, 2026)
Representative Director and President	SUGITA Yoshihiko	Promoted	Director
Director and Chairman	TSUKAMOTO Hiroshi	Re-appointment	Representative Director and President
Director	AIBA Kiyoshi	Re-appointment	Director
Director	KODERA Mitsuru	Re-appointment	Director
Director	IIJIMA Takehiro	Newly appointed	Executive Officer
Outside Director	MAZUKA Michiyoshi	Re-appointment	Outside Director and Independent Officer
Outside Director	MATSUMOTO Takenori	Re-appointment	Outside Director and Independent Officer
Outside Director	HIROSE Shino	Re-appointment	Outside Director and Independent Officer

Notes: 1. Mr. MAZUKA Michiyoshi, Mr. MATSUMOTO Takenori, and Ms. HIROSE Shino are candidates for Outside Director, as stipulated in Article 2, Item 15 of the Companies Act.

2. Mr. MAZUKA Michiyoshi, Mr. MATSUMOTO Takenori, and Ms. HIROSE Shino are currently independent officers designated by the Tokyo Stock Exchange. If their election is approved, they are scheduled to remain independent officers.

3. Director scheduled to retire (effective June 26, 2026)

Name	Current position
KAKUGARA Akihiko	Director

4. Executive Officer appointments (effective April 1, 2026)

New position	Name	Classification	Current position (As of February 13, 2026)
President	SUGITA Yoshihiko	Promoted	Managing Executive Officer
Chairman	TSUKAMOTO Hiroshi	Re-appointment	President
Managing Executive Officer	AIBA Kiyoshi	Re-appointment	Managing Executive Officer
Managing Executive Officer	KODERA Mitsuru	Promoted	Executive Officer
Executive Officer	IIJIMA Takehiro	Re-appointment	Executive Officer
Executive Officer	ONO Yutaka	Re-appointment	Executive Officer
Executive Officer	KOBAYASHI Daisuke	Re-appointment	Executive Officer
Executive Officer	USUBA Shinichi	Re-appointment	Executive Officer
Executive Officer	TAKADO Mitsuru	Re-appointment	Executive Officer
Executive Officer	HIRAYAMA Kunihiro	Re-appointment	Executive Officer
Executive Officer	TAKEBE Atsushi	Re-appointment	Executive Officer
Executive Officer	SAKAI Koji	Re-appointment	Executive Officer
Executive Officer	OZAWA Nobuhiro	Newly appointed	Representative Director and President, NC West Japan Pile Manufacturing Co., Ltd. and NC Chubu Pile Manufacturing Co., Ltd.
Executive Officer	KANEKO Kenichi	Newly appointed	Kyushu Branch Manager, West Japan Foundation Business Department
Executive Officer	SATO Satoshi	Newly appointed	Director and Kawashima Factory Manager, NC East Japan Concrete Industries Co., Ltd. Representative Director and President, NC Union Kosan Co., Ltd.

5. Executive Officers scheduled to retire (effective April 1, 2026)

Name	Current position
KAKUGARA Akihiko	Executive Officer
MASUDA Tomoyuki	Executive Officer
SAITO Akihiro	Executive Officer

Note: Mr. KAKUGARA Akihiko, Mr. MASUDA Tomoyuki and Mr. SAITO Akihiro are scheduled to assume the position of Advisors.

(Reference)

(1) Career Summary of the Newly Appointed Representative Director

SUGITA Yoshihiko (September 9, 1958)

April 1983	Joined Mitsui Knowledge Industry Co., Ltd. (currently MITSUI KNOWLEDGE INDUSTRY CO., LTD.)
June 1991	Joined The Industrial Bank of Japan (currently Mizuho Bank, Ltd.)
April 2006	Director, General Manager of General Affairs Dept., Mizuho-DL Financial Technology Co., Ltd.
September 2007	Managing Executive Officer, Katokichi Co., Ltd. (currently TableMark Co., Ltd.)
June 2008	Director, Managing Executive Officer, Katokichi Co., Ltd.
June 2011	Standing Audit and Supervisory Board Member, TableMark Co., Ltd.
April 2014	General Manager, Director Headquarters, SeiKohkai Medical Group
June 2019	Executive Officer, the Company
June 2022	Director, Executive Officer, the Company
	Representative Director and President, NC Management Service Co., Ltd. (current position)
April 2024	Director, Managing Executive Officer, the Company (current position)

Number of shares of the Company held: 25,400

(2) Career Summary of Candidate for newly appointed Director

IIJIMA Takehiro (April 28, 1965)

April 1990	Joined the Company
June 2012	General Manager, Construction Department, the Company
June 2016	General Manager, Sales Administration Department of East Japan Foundation Business, the Company
June 2020	General Manager, Administration Department of East Japan Foundation Business, the Company
June 2022	Executive Officer,
	General Manager, Administration Department of East Japan Foundation Business, the Company
April 2024	Executive Officer,
	General Manager, Administration Department of East Japan Foundation Business, and Sales Administration Department of Civil Engineering and Building Materials, the Company
April 2025	Executive Officer, the Company (current position)

Number of shares of the Company held: 1,600

(3) Audit & Supervisory Board Member (In office)

Name	Current position
SUGAWARA Osamu	Audit & Supervisory Board Member (Standing)
ANDO Makoto	Audit & Supervisory Board Member (Outside) and Independent Officer
BAN Masahiro	Audit & Supervisory Board Member (Outside)