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 13, 2025

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, Corporate Communication Department Eisuke Yamada
Phone: +81-3-3575-6094

Notice Regarding Organizational Reforms

HAZAMA ANDO CORPORATION (the "Company") hereby announces that, at a meeting of its Board of Directors held today, the Company resolved to make the following organizational reforms.

1. Organizational reforms

The organizational reforms will be implemented as of April 1, 2025.

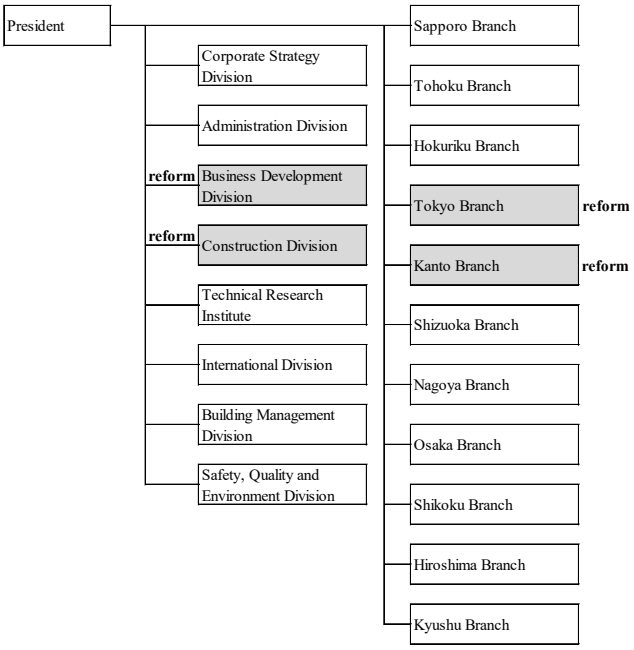
2. Details of organizational reforms

- The Business Development Division and Construction Division will be reorganized into the Civil Engineering Division, Building Construction Division, and Energy Business Division.
- The Tokyo Branch and Kanto Branch will be reorganized into the Metropolitan Area Civil Engineering Branch and Metropolitan Area Building Branch.

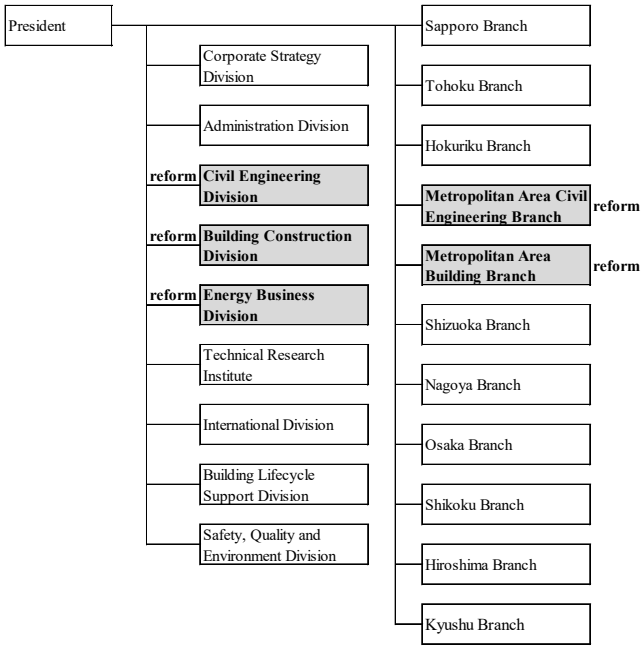
3. Purpose of organizational reforms

- The purpose of the organizational reforms is to ensure the steady growth of each business by accurately, promptly, and flexibly responding to the diversifying needs of society and customers under a consistent system of responsibility through reorganizing the current divisions based on function into divisions based on business, and to promote and strengthen efforts in the energy facilities-related construction and renewable energy businesses, which the Company is focusing on as growth areas.
- In the Tokyo metropolitan area, where a large volume of business occurs, the branch office system based on regional jurisdiction will be reorganized into a branch office system based on business segment in order to ensure efficient and effective business operations through specialization.

[Before Reform]



[After Reform]



[Reference]

HAZAMA ANDO CORPORATION Organization Chart (as of April 1, 2025)

