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May 20, 2025

Company name: Fudo Tetra Corporation
Representative: Shinya Okuda, President, Representative Director
Securities code: 1813 Prime Market, Tokyo Stock Exchange
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Notice of Appointment of Directors Candidates Who Are Not Audit and Supervisory Committee Members

At the Board of Directors held on May 20, 2025, Fudo Tetra Corporation made a resolution regarding the appointment of each Director candidates who are not Audit and Supervisory Committee Members. The appointment of Directors who are not Audit and Supervisory Committee Members is scheduled to be finalized at the 79th Annual General Meeting of Shareholders held on June 24, 2025.

1. Candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	New/Reappointed	New Position
Shinya Okuda	Reappointed	President and Representative Director
Jun Obayashi	Reappointed	Executive Vice President and Director In charge of Civil Engineering Business, Soil Improvement Business, Block Environment Business
Yoji Kawachi	Reappointed	Director and Managing Executive Officer General Manager, Administration Unit In charge of Safety, Quality and Environment Unit
Mari Osawa	Reappointed	Outside Director
Tomohiro Kawamura	New	Outside Director

[Reference]

1. Career summary of newly appointed outside director

Name (Date of birth)	Career summary		Number of shares held
Tomohiro Kawamura (June 6, 1966)	April 1989	Joined Sanwa Bank, Ltd. (currently MUFG Bank, Ltd.) (retired in December 1999)	0
	January 2000	Joined Sanwa Research Institute Corporation. (currently Mitsubishi UFJ Research and Consulting Co., Ltd.)	
	January 2007	General Manager, Innovation Support Dept.	
	April 2017	General Manager, Management Consulting Dept. (retired in August 2017)	
	July 2018	Managing Member, TK Partners, LLC. (current position)	
	June 2023	Outside Director, I.A Group Corporation (current position)	

2. Composition of the Board of Directors (Effective June 24, 2025)

Raito of Independent director : 55.6%

Raito of Female : 22.2%

Name	Expected position	Years in office	Independent Director *1	Nomination and Compensation Advisory Committee Member
Shinya Okuda *2	President and Representative Director	14 years		X
Jun Obayashi	Director and Executive Vice President In charge of Civil Engineering Business, Soil Improvement Business, Block Environment Business	7 years		
Yoji Kawachi	Director and Managing Executive Officer General Manager, Administration Unit In charge of Safety, Quality and Environment Unit	2 years		
Mari Osawa	Outside Director	5 years	X	X
Tomohiro Kawamura	Outside Director	-	X	X
Kumiko Miura *3	Director and Standing Audit and Supervisory Committee Member	1 year		
Kiyoyuki Kuroda *4	Outside Director and Audit and Supervisory Committee Member	7 years	X	X
Masaji Suzuki	Outside Director and Audit and Supervisory Committee Member	3 years	X	X
Kiyoshi Maeda	Outside Director and Audit and Supervisory Committee Member	1 year	X	X

*1 The Company has established the "Criteria for Independence of Outside Directors," which are stricter than the criteria set fo rth by the Tokyo Stock Exchange, Inc. by resolution of the Board of Directors, and nominates persons who do not conflict with such crite ria as independent directors. In addition, Ms. Osawa, Mr. Kuroda, Mr. Suzuki and Mr. Maeda have been registered as independent directors as stipulated by the Tokyo Stock Exchange, Inc. Also, if the candidate Mr. Kawamura is elected as Outside director, the Company plans to register him as an independent officer as stipulated by the Tokyo Stock Exchange, Inc.

*2 Chairman of the Board of Directors

*3 Chairman of the Audit and Supervisory Committee

*4 Chairman of the Nomination and Compensation Advisory Committee