# Independent Directors/Auditors (ID/A) Notification Form

## 1. Basic information

| | | | |
|---|---|---|---|
| Company Name | OBAYASHI CORPORATION | Code | 1802 |
| Submission Date | 2026/7/31 | (Scheduled) Revision Date | 2026/7/24 |
| Reason for Submitting ID/A Notification | Mr. Yohei Ueda, an outside Audit & Supervisory Board Member, passed away on July 24, 2026, and resigned from his position on the same day. | | |

☑ All persons who satisfy the qualifications of ID/A are designated as ID/As (*1)

## 2. Information on Independence of ID/As and Outside Officers

| # | Name | Outside Director/ Company Auditor | ID/A | Attributes (*2-3) | | | | | | | | | | | | | Details of Change | Consent of the Officer |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | a | b | c | d | e | f | g | h | i | j | k | l | N/A | | |
| 1 | Masako Orii | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 2 | Hiroyuki Kato | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 3 | Yukiko Kuroda | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 4 | Hiroyuki Shime | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 5 | Yoshihiro Ikegawa | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 6 | Midori Tomita | Outside Director | ○ | | | | | | | | | | | | | ○ | | Yes |
| 7 | Shinya Kuwayama | Outside Company Auditor | ○ | | | | | | | | | | | | | ○ | | Yes |
| 8 | Sachiko Tsujino | Outside Company Auditor | ○ | | | | | | | | | | | | | ○ | | Yes |

## 3. Explanation of the Attributes of the ID/As and the Reasons for their Appointment

| # | Explanation of the Attributes (*4) | Reasons for Appointment (*5) |
|---|---|---|
| 1 | | She does not fall under any of the categories a through l listed above. |
| 2 | | He does not fall under any of the categories a through l listed above. |
| 3 | | She does not fall under any of the categories a through l listed above. |
| 4 | | He does not fall under any of the categories a through l listed above. |
| 5 | | He does not fall under any of the categories a through l listed above. |
| 6 | | She does not fall under any of the categories a through l listed above. |
| 7 | | He does not fall under any of the categories a through l listed above. |
| 8 | | She does not fall under any of the categories a through l listed above. |

## 4. Supplementary Explanation

OBAYASHI CORPORATION (hereinafter referred to as the "Company") has established the following selection criteria for Independent Directors and outside Audit & Supervisory Board Members, and the Company treats these criteria as the "minor" standard for attribute information. Therefore, when transaction amounts and other factors fall within the scope of the "minor" standard, the Company omits disclosure regarding the applicability of attribute information.

<Requirements for Selection as an Independent Director/Outside Audit & Supervisory Board Member Candidate>
①The Independent Director/Outside Audit & Supervisory Board member candidate (hereinafter referred to as the "Candidate") must have capabilities, knowledge, experience, and character suitable for such position at the Company. The Candidate must be able to provide directions and opinions to the Company's management from an independent and impartial standpoint.
②The Candidate must not be a former director, Audit & Supervisory Board member, or employee of the Company or any of its associated companies.
③The Candidate must not currently belong, and must not have belonged in the past, to an Accounting Auditor, law office, or main bank with which the Company currently has a contract.
④The Candidate must not currently be, and must not have been in the past, a major shareholder with an ownership stake of 10% or more. The Candidate must not currently belong, and must not have belonged in the past, to an entity that is a major shareholder.
⑤The Candidate must not currently belong, and must not have belonged in the past, to an entity that has a business relationship with the Company in which the annual amount of transactions has exceeded 2% of the net sales of both the Company and such entity during the last three fiscal years.
⑥The Candidate must not currently work, and must not have worked in the past, as an executive at a non-profit organization to which the Company has made an annual donation exceeding 20 million yen during the last three fiscal years.
⑦If the Candidate does not meet the requirements in 3. through 6., at least ten years must have passed since the Candidate left the relevant entity.
⑧The Candidate must meet the requirements for an independent director/auditor pursuant to the provisions of the Tokyo Stock Exchange's Securities Listing Regulations.

*1 Check the box if all of the outside officers who meet the qualifications for an ID/A have been reported as ID/As.
Checklist of board member attributes
*2 a. An executive of the listed company or its subsidiary
b. A director or accounting advisor who is not an executive of the listed company or its subsidiary. (limited to case of the outside company auditor)
c. A director or accounting advisor who is not an executive of the listed company's parant company
d. A company auditor of the listed company's parent company (limited to case of the outside company auditor)
e. An executive of the listed company's sister company
f. An entity or an executive of the entity for which the listed company is a major client
g. The listed company's major client or an executive of said client
h. A consulting firm, accounting firm, or legal firm which receives a large amount of money or other assets from the company, in addition to their remuneration as an offic
i. A major shareholder of the listed company (if the major shareholder is a legal entity, its executive)
j. An executive of a client of the listed company (excluding cases falling under f., g. or h.) (applies to outside officer him/herself only)
k. An executive of another company that holds cross-outside directorships/auditorships with the listed company (applies to outside officer him/herself only)
l. An executive of an entity receiving donations from the listed company (applies to outside officer him/herself only)
Please note that the above notations of items a through l are asummary of the wording of the items specified in theTSE's regulations.
*3 Please use "○" when the outside officer presently falls or has recently fallen under the category; and "△" when they fell under the category in the past.
Please use "●" when a close relative of the outside officer presently falls or has recently fallen under the category ; and "▲" when a close relative of them fell under the category in the past.
*4 If any of the item a through l apply, please state to that effect and outline threof.
*5 Please state the reason for the appointment of the ID/A.
*6 If a situation arises in which the listed company is unable to secure at least one ID/A and one outside director, this will constitute a violation of the code of corporate conduct under the Securities Listing Regulations. In such case, please contact a Tokyo Stock Exchange listed company representative immediately.