

December 18, 2024

Company name: Nippon Aqua Co., Ltd.
(Securities code: 1429; Tokyo Stock Exchange, Prime Market)

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Notice Regarding Organizational Changes, Executive Officer and Personnel Changes at the Department Head Level and Above

We would like to announce that we have decided on organizational changes, executive officer and personnel changes at the department head level and above as follows today.

1. Organizational Changes (Effective January 1, 2025)

- Partial abolition of the block system and introduction of an independent division system in the three major metropolitan areas

The Company has previously adopted a block system by dividing Japan into six blocks to clarify responsibilities and authority, thereby achieving rapid decision-making. Under this system, each block manager was responsible for overall activities within the region, including construction and sales activities, recruitment, and strengthening relationships with certified contractors.

However, in the so-called three major metropolitan areas of Tokyo, Osaka, and Nagoya, the market size is large, and there are many redevelopment projects, requiring a high level of expertise. Therefore, we have determined that it is necessary to increase the allocation of management resources to the Buildings Division and establish specialized systems for both the Housing Division and the Buildings Division.

In response, we will reorganize the Kanto Block, Hokushinetsu Block, Chubu-Kansai Block, and Construction Business Department, and newly establish the Construction Project Management Division, Buildings Division, and Housing Division.

2. Changes in Executive Officers (Effective January 1, 2024)

Name	New Position	Current Position
Yudai Tanabe	Responsible for Construction Business Dept.	Division Director of Construction Business Dept.
Kazuki Minagawa	Same position as current	Responsible for HR & Administration, Corporate Planning Dept., Information Systems Dept.
Toshikuni Yasukawa	Same position as current	Responsible for Waterproofing Business Dept.
Shoji Sato	Same position as current	Responsible for Finance and Accounting Dept.
Chiemi Kawakami	Responsible for Procurement Dept.	Responsible for Procurement Dept., Sales Promotion Dept.
Hiroshi Egawa	Responsible for Estimation Dept., Environment Dept.	Responsible for Estimation Dept.
Isao Tonegawa	Responsible for Contractor Development Dept., Construction Dept.	Responsible for Contractor Development Dept., Machinery Maintenance Dept., Construction Dept.

3. Changes at the Department Head Level and Above (Effective January 1, 2025)

Name	New Position	Current Position
Shinya Sasagawa	Senior General Manager of Building Construction Management Dept.	Head of Chubu & Kansai Block
Nobuyoshi Sakamoto	Senior General Manager of the East Japan Construction Business Dept.	Division Director of Construction Business Dept.

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