

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.



February 17, 2026

Company Name EBARA JITSUGYO CO., LTD.
 Representative Takashi Ishii
 President and COO
 (Securities Code: 6328, TSE Prime Market)
 Contact Shuji Ohno
 Senior Managing Executive Officer,
 Head of Planning & Strategy Office
 (TEL +81-3-5565-2885)

Notice Regarding Determination of Candidates for Directors

EBARA JITSUGYO CO., LTD. (hereinafter referred to as the “Company”) hereby announces that at the Board of Directors meeting held today, the following candidates for directors to be submitted to the Ordinary General Meeting of Shareholders scheduled to be held on March 24, 2026 (hereinafter referred to as the "Annual General Meeting of Shareholders") were resolved.

This matter will be officially decided upon after approval at the Annual General Meeting of Shareholders and the subsequent Board of Directors meeting.

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

Name	Type	Current Title
Hisashi Suzuki	Reelection	Representative Director, Chairman & CEO
Takashi Ishii	Reelection	Representative Director, President, Executive Officer & COO, Supervising Sales
Shuji Ohno	Reelection	Director, Senior Managing Executive Officer, Head of Planning & Strategy Office, Supervising the Company’s Products
Masufumi Shimojo	Reelection	Director, Executive Officer, General Manager of Administration Division, General Manager of Legal Affairs Department
Atsuko Sakamoto	New	* Refer to Note 1

(Note 1) Ms. Atsuko Sakamoto is currently an Outside Director (Audit and Supervisory Committee Member) of the Company, but she will retire from the position and become a candidate for Outside Director who is not an Audit and Supervisory Committee Member.

2. Candidates for Directors who are Audit and Supervisory Committee Members

Name	Type	Current Title
Hitoshi Kobayashi	Reelection	Director (Full-time Audit and Supervisory Committee Member)
Kazuo Ishibashi	Reelection	Outside Director (Audit and Supervisory Committee Member)
Aki Shimizu	Reelection	Outside Director (Audit and Supervisory Committee Member)
Tomoki Kitagawa	Reelection	Outside Director (Audit and Supervisory Committee Member)

(Note 2) Mr. Hitoshi Kobayashi is a candidate for Director (Full-time Audit and Supervisory Committee Member).
 (Note 3) Mr. Kazuo Ishibashi, Ms. Aki Shimizu and Mr. Tomoki Kitagawa are candidates for Outside Director (Audit and Supervisory Committee Member).

3. Directors scheduled to retire

Name	Current Title
Atsuko Sakamoto	Outside Director (Audit and Supervisory Committee Member) * Refer to Note 1

4. Candidates for substitute Directors

Name	Type	Current title
Akihiro Fukushima	Reelection	-

(Note 4) Mr. Akihiro Fukushima is a candidate for substitute Outside Director (Audit and Supervisory Committee Member).

5. Career summary of the candidate for new Director (candidate for Outside Director who is not an Audit and Supervisory Committee Member)

Name (Date of birth)	Career summary	Number of the Company's shares owned
Atsuko Sakamoto (October 15, 1962)	Apr. 1983 Joined Japan Airlines Co., Ltd Apr. 1991 Joined BASF Japan Ltd. Feb. 1995 CEO, Prime (now Prime Time, Inc.) (current position) Apr. 2004 Member of Independent Administrative Institution Evaluation Committee, Ministry of Economy, Trade and Industry Apr. 2015 Expert Member of Open Hearing on Business Performance Evaluation, Japan External Trade Organization (JETRO) May 2017 Director of the Yamaji Fumiko Cultural Foundation Apr. 2018 Expert Member on Management, Japan External Trade Organization (JETRO) June 2022 External Director of SUN-WA TECHNOS CORPORATION (current position) Mar. 2024 Outside Director (Audit and Supervisory Committee Member) of the Company (current position)	— shares