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February 17, 2026

Company Name EBARA JITSUGYO CO., LTD.
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 President and COO
 (Securities Code: 6328, TSE Prime Market)
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Notice Regarding Personnel Changes

EBARA JITSUGYO CO., LTD. hereby announces today that it has decided to make the personnel changes as described below.

1. Personnel changes (effective March 24, 2026)

(1) Executive officers

Name	New Position	Current Position
Kazuyuki Harakawa	Managing Executive Officer, General Manager of Environmental Systems Greater Tokyo & West Japan Head Office	Executive Officer, Deputy General Manager of Environmental Systems Greater Tokyo & West Japan Head Office, General Manager of Shizuoka Branch
Hiroshi Yamaguchi	Advisor, Shizuoka Branch, Environmental Systems Greater Tokyo & West Japan Head Office	Managing Executive Officer, General Manager of Environmental Systems Greater Tokyo & West Japan Head Office

(2) Division managers

Name	New Position	Current Position
Keiji Kikuchi	Deputy General Manager of Environmental Systems Greater Tokyo & West Japan Head Office, General Manager of Kanagawa Branch	General Manager of Kanagawa Branch, Environmental Systems Greater Tokyo & West Japan Head Office
Tetsuo Sekiguchi	General Manager of Shizuoka Branch, Environmental Systems Greater Tokyo & West Japan Head Office	General Manager of East Kanto Branch, Environmental Systems East Japan Head Office
Yusuke Okamoto	General Manager of East Kanto Branch, Environmental Systems East Japan Head Office	General Manager, East Kanto Branch, Environmental Systems East Japan Head Office