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February 9, 2026

To whom it may concern

Company name: The Japan Steel Works, Ltd.
 Name of representative: Toshio Matsuo,
 Representative Director & President
 (Code No. 5631 TSE Prime)
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Notice Concerning Change of Officers

The Japan Steel Works, Ltd. (the "Company") hereby announces that it has resolved to change officers as follows at a meeting of the Board of Directors held on February 9, 2026.

[Changes of Directors]

(1) Change of director's delegated task

Name	New Title and Delegated Task	Current Title and Delegated Task	Change date
Hiroki Kikuchi	Representative Director & Executive Vice President CFO, In charge of Export Control Administration, In charge of Finance & Accounting Department, General Manager, Corporate Planning Office	Representative Director & Executive Vice President CFO, In charge of Export Control Administration, In charge of Finance & Accounting Department, General Manager, Corporate Planning Office, In charge of Material and Engineering Business Segment	Effective April 1, 2026
Shigeki Inoue	Director, Senior Managing Executive Officer CTO, In charge of Quality Management, In charge of Intellectual Property Department, In charge of Photonics Office, Director of Innovation Management Headquarters	Director, Senior Managing Executive Officer CTO, In charge of Quality Management, In charge of Intellectual Property Department, In charge of New Business Promotion Headquarters, General Manager, Quality Management Office, Director of Innovation Management Headquarters	
Seiji Umamoto	Director, Senior Managing Executive Officer CISO, In charge of Office of Information Technology & Office of Digital Transformation, General Manager, Business Development Office	Director, Senior Managing Executive Officer CISO, In charge of Office of Information Technology & Office of Digital Transformation, General Manager, Business Development Office, In charge of Industrial Machinery Products Business Segment (Plastics Machinery Business Division) (Injection Molding Machinery Business Division) (Industrial Machinery Business Division)	
Hideo Nakanishi	Director, Executive Officer In charge of Export Control Administration, In charge of General Affairs Department, General Manager, Global Business Management Department, Global Strategy Headquarters	Director, Executive Officer In charge of Export Control Administration, In charge of General Affairs Department	

[Changes of Executive Officers]

(1) Promoted Executive Officer

Name	New Title and Delegated Task	Current Title and Delegated Task	Change date
Takeshi Shinmoto	Senior Managing Executive Officer Director of Ordnance Business Division, Representative Director & President, NIKKO TOKKI CO., LTD.	Managing Executive Officer Director of Ordnance Business Headquarters, Representative Director & President, NIKKO TOKKI CO., LTD.	Effective April 1, 2026
Kengo Takeya	Managing Executive Officer In charge of Plastics Machinery Solutions Business Division, In charge of Hiroshima Plant, Director of Plastics Machinery Business Division	Executive Officer Director of Plastics Machinery Business Division	

(2) Change of Executive Officer's delegated task

Name	New Title and Delegated Task	Current Title and Delegated Task	Change date
Shoji Nunoshita	Managing Executive Officer Director of Global Strategy Headquarters, (concurrently) In charge of India	Managing Executive Officer In charge of Meiki Plant, Director of Injection Molding Machinery Business Division	Effective April 1, 2026
Masayuki Aoyama	Executive Officer In charge of Environmental Management, General Manager, ESG Promotion Office	Executive Officer In charge of Promoting ESG, In charge of Environmental Management	
Toshiyuki Ninomiya	Executive Officer Deputy Director of Plastics Machinery Business Division	Executive Officer General Plant Manager, Hiroshima Plant, (concurrently) General Manager of Manufacturing Innovation Office of Hiroshima Plant	

(3) New Executive Officer

Name	New Title and Delegated Task	Current Title, Delegated Task and Position	Change date
Miki Wakayama	Executive Officer Director of Plastics Machinery Solutions Business Division, (concurrently) General Manager, CS Sales Department	General Manager, Extruder Customer Service Department, Plastics Machinery Business Division	Effective April 1, 2026
Yuji Ueda	Executive Officer In charge of Meiki Plant, Director of Injection Molding Machinery Business Division	Specialist, Managing Senior Councilor Representative Director & President, TAHARA MACHINERY LTD.	
So Ueda	Executive Officer In charge of Muroran Plant, Director of Materials and Engineering Business Division	Specialist, Managing Senior Councilor Representative Director & President, Japan Steel Works M&E, Inc.	

(Reference) Board Structure from April 1, 2026

1. Director

Name	Title	Delegated Task
Toshio Matsuo	Representative Director & President	
Hiroki Kikuchi	Representative Director & Executive Vice President	CFO, In charge of Export Control Administration, In charge of Finance & Accounting Department, General Manager, Corporate Planning Office
Shigeki Inoue	Director, Senior Managing Executive Officer	CTO, In charge of Quality Management, In charge of Intellectual Property Department, In charge of Photonics Office, Director of Innovation Management Headquarters
Seiji Umamoto	Director, Senior Managing Executive Officer	CISO, In charge of Office of Information Technology & Office of Digital Transformation, General Manager, Business Development Office
Hideo Nakanishi	Director, Executive Officer	In charge of Export Control Administration, In charge of General Affairs Department, General Manager, Global Business Management Department, Global Strategy Headquarters
Yoshiyuki Nakanishi	Director *	
Hisao Mitsui	Director *	
Junko Kawamura	Director *	
Yasuyuki Kuriki	Director *	
Nobuko Mizumoto	Director *	

2. Audit & Supervisory Board Member

Name	Title
Shingo Mito	Audit & Supervisory Board Member (full-time)
Motoyuki Shibata	Audit & Supervisory Board Member (full-time)
Saori Yamaguchi	Audit & Supervisory Board Member (part-time) *
Shinya Unno	Audit & Supervisory Board Member (part-time) *

3. Executive Officer

Name	Title	Delegated Task
Takeshi Shinmoto	Senior Managing Executive Officer	Director of Ordnance Business Division, Representative Director & President, NIKKO TOKKI CO., LTD.
Shoji Nunoshita	Managing Executive Officer	Director of Global Strategy Headquarters, (concurrently) In charge of India
Kengo Takeya	Managing Executive Officer	In charge of Plastics Machinery Solutions Business Division, In charge of Hiroshima Plant, Director of Plastics Machinery Business Division
Masayuki Aoyama	Executive Officer	In charge of Environmental Management, General Manager, ESG Promotion Office
Miki Sawai	Executive Officer	Director of Industrial Machinery Business Division
Sadao Tanigawa	Executive Officer	General Plant Manager, Yokohama Plant, Representative Director & President, JSW Aktina System Co., Ltd.
Toshiyuki Ninomiya	Executive Officer	Deputy Director of Plastics Machinery Business Division
Tadashi Chimura	Executive Officer	In charge of Safety & Hygiene Control, In charge of CSR & Risk Management, General Manager, Personnel Department
Miki Wakayama	Executive Officer	Director of Plastics Machinery Solutions Business Division, (concurrently) General Manager, CS Sales Department
Yuji Ueda	Executive Officer	In charge of Meiki Plant, Director of Injection Molding Machinery Business Division
So Ueda	Executive Officer	In charge of Muroan Plant, Director of Materials and Engineering Business Division

Following the Ordinary General Meeting of Shareholders to be held at the end of June 2026, the board structure will be the same as above.

* indicates Outside Director or Outside Audit & Supervisory Board Member.