



April 7, 2026

To whom it may concern

(This is an English translation of the Japanese original)

Company: ALSOK CO., LTD.

Representative: Ikuji Kayaki, Representative Director, Group COO

(Securities Code: 2331, TSE Prime Market)

Contact: Mototsugu Koga, General Manager, IR Office

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Notice Concerning Changes in Representative Director

ALSOK CO., LTD. announces that at a meeting of the Board of Directors held on April 7, 2026, a resolution was passed regarding a change in the Representative Director, as detailed below.

Please note that this change is scheduled to be formally approved at the Annual General Meeting of Shareholders scheduled for June 24, 2026, and at the subsequent meeting of the Board of Directors.

1. Reason

In connection with the retirement of the Representative Director, Group COO, and Senior Executive President, we are appointing a new Representative Director.

2. Details of the Change

(1) Retirement as Representative Director

New Position	Current Position	Name
Special Adviser	Representative Director Group COO Senior Executive President In Charge of Quality Management	Ikuji Kayaki

(2) Newly Appointed Representative Director

New Position	Current Position	Name
Representative Director Executive Vice President In Charge of Human Resources Affairs Corporate Ethics Long-term Care Business	Director Executive Vice President In Charge of Human Resources Affairs Corporate Ethics Long-term Care Business	Naoki Hyakutake

3. Profile of the New Representative Director

Name: Naoki Hyakutake

Date of Birth: May 15, 1964

New Position: Representative Director

Executive Vice President

Profile: March 1989 Graduated from Meiji Gakuin University

April 2019 Executive Officer of SOHGO SECURITY SERVICES CO., LTD

(currently: ALSOK CO., LTD.)

April 2022 Senior Executive Officer of the Company

June 2022 Director, Senior Executive Officer of the Company

April 2025 Director, Executive Vice President of the Company

Shares of the Company's stock held: 18,800 (As of March 31, 2026)

4. Effective Date of Change (Plan)

June 24, 2026

5. Others

The position of Senior Executive President will be concurrently held by the Representative Director and Group CEO.

End