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February 27, 2024

Notice Concerning Changes in Representative Directors

Taiheiyo Cement Corporation hereby announces that at the Board of Directors meeting held on February 27, 2024, the Company decided to make the following changes Representative Directors and the personnel changes of officers, etc. as of April 1, 2024.

- 1. Reason for the change
To build a strong corporate structure that is resilient to changes in the external environment.

2. Change in Representative Directors (effective April 1)

Name	After Transfer	Before Transfer
Masafumi Fushihara	Chairman and Director	President and Representative Director
Yuuichi Kitabayashi	Director	Vice President and Representative Director (Overseeing Carbon Neutral Technology Development Project Team and TCPI Renewal Project Team)
Yoshifumi Taura	President and Representative Director	Director, Senior Executive Officer Senior General Manager of International Business Division
Hideaki Asakura	Vice President and Representative Director (Overseeing Corporate Planning Department, Sustainability Promotion Department and Legal Department)	Director, Senior Executive Officer (Overseeing Corporate Planning Department and Legal Department)

<Career summary of the new representative director>

Name Yoshifumi Taura

Date of birth March 4, 1960

Final Academic background

Mar. 1983 Graduated from Kyushu University, Applied Chemistry Department

Career summary

Apr. 1983 Joined Onoda Cement Co., Ltd.

Oct. 1994 Changed name to Chichibu Onoda Co., Ltd.

(Merger with Chichibu Cement Co., Ltd.)

Apr. 1996 General Manager of Bangkok Representative Office, Asia Division, Chichibu Onoda Co., Ltd.

Oct. 1998 Changed name to Taiheiyo Cement Corporation

(Merger with Nihon Cement Co., Ltd.)

Apr. 2006 Overseas Company Sales Department

Apr. 2013 General Manager of Sales Department of International Business Division

Apr. 2017 Executive Officer (General Manager of Sales Department of International Business Division)
 Apr. 2019 Managing Executive Officer (Senior General Manager of International Business Division)
 Jun. 2019 Director, Managing Executive Officer (Senior General Manager of International Business Division)
 Jun. 2020 Managing Executive Officer (Senior General Manager of International Business Division)
 Apr. 2023 Senior Executive Officer (Senior General Manager of International Business Division)
 Jun. 2023 Director and Senior Executive Officer (Senior General Manager of International Business Division)
 To the present
 Number of shares held 13,686

Name Hideaki Asakura

Date of birth November 20, 1959

Final Academic background

Mar. 1982 Graduated from Keio University, Faculty of Business and Commerce

Career summary

Apr. 1982 Joined Nihon Cement Co., Ltd.

Oct. 1998 Changed name to Taiheiyo Cement
 (Merger with Chichibu Onoda Co., Ltd.)

Apr. 2011 General Manager of Vietnam Representative Office and President of Nghi Son Cement Corporation, International Business Division

Apr. 2016 Executive Officer (General Manager of Vietnam Representative Office and President of Nghi Son Cement Corporation, International Business Division)

Apr. 2018 Executive Officer (General Manager of Sales Department of Cement Business Division)

Apr. 2019 Managing Executive Officer, Taiheiyo Cement

Jun. 2019 Director, Managing Executive Officer, Taiheiyo Cement

Jun. 2020 Managing Executive Officer, Taiheiyo Cement

Apr. 2022 Senior Executive Officer, Taiheiyo Cement

Jun. 2022 Director, Senior Executive Officer, Taiheiyo Cement

To the present

Number of shares held 12,185

3. Changes in Directors (effective April 1)

Name	After Transfer	Before Transfer
Kunihiro Ando	Director	Vice President and Director (Overseeing Mining Department and Mineral Resources Business Department)
Tetsuya Ohashi	Director	Director, Senior Executive Officer (Overseeing Human Resources Department, Sustainability Promotion Department, Real Estate Business Department)

4. Changes in other officers (effective April 1)

Name	After Transfer	Before Transfer
Takayoshi Okamura	Adviser Adviser of Taiheiyo Materials Corporation (Scheduled to be president, after the Company's General Meeting of Shareholders)	Managing Executive Officer (Overseeing Intellectual Property Department and Central Research Laboratory)
Koshiro Hidaka	Senior Executive Officer (Overseeing Production Department, Maintenance & Engineering Department, Carbon Neutral Technology Development Department, TCPI Renewal Project Team)	Managing Executive Officer (Overseeing Production Department and Maintenance & Engineering Department)
Shinji Fukami	Senior Executive Officer Senior General Manager of International Business Division	Managing Executive Officer (Overseeing Secretarial Department, Purchasing Department and Environmental Business Development Department)
Isao Matsui	Senior Executive Officer (Overseeing Environmental Business Development Department, Construction Materials Business Department and Business Planning & Administration Department)	Managing Executive Officer (Overseeing Internal Auditing Department, Construction Materials Business Department and Business Planning & Administration Department)
Naoyuki Kira	Managing Executive Officer Senior General Manager of Cement Business Division	Managing Executive Officer Senior General Manager of Cement Business Division and General Manager of Sales Department Cement Business Division
Hideki Mori	Adviser Adviser of Harumi Onoda Remicon Co., Ltd. (Scheduled to be president, after the Company's General Meeting of Shareholders)	Executive Officer General Manager of Tokyo Branch
Yoshihito Izawa	Adviser Adviser of Taiheiyo Engineering Corporation (Scheduled to be president, after the Company's General Meeting of Shareholders)	Executive Officer General Director of Taiheiyo Cement Philippines, Inc.
Hiroyuki Takano	Managing Executive Officer (Overseeing Intellectual Property Department and Central Research Laboratory)	Executive Officer General Manager of Central Research Laboratory

Kenichi Hirata	Managing Executive Officer (Overseeing Mining Department and Mineral Resources Business Department)	Executive Officer General Manager of Mining Department
Yusuke Nemoto	Managing Executive Officer (Overseeing Internal Auditing Department, Human Resources Department, Real Estate Business Department)	Executive Officer General Manager of Human Resources Department, General Manager of Diversity & Inclusion/Health Promotion Office Human Resources Department
Tsuyoshi Hara	Managing Executive Officer Deputy Senior General Manager of International Business Division and President of Taiheiyo Cement U.S.A., Inc.	Executive Officer President of Taiheiyo Cement U.S.A., Inc.
Takashi Miyashita	Executive Officer General Director of Taiheiyo Cement Philippines, Inc.	Executive Officer General Manager of Purchasing Department and Manager of Fuel & Raw Materials Group
Fujio Nakamura	Executive Officer General Manager of Sales Department Cement Business Division	Executive Officer General Manager of Chubu Hokuriku Branch

5. New executive officer (effective April 1)

Name	After Transfer	Before Transfer
Katsuya Kawata	Executive Officer General Manager of Corporate Planning Department	General Manager of Mineral Resources Business Department
Takaji Kawabe	Executive Officer General Manager of Production Department	General Manager of Production Department
Hiroshi Hirao	Executive Officer General Manager of Central Research Laboratory	General Manager of Carbon Neutral Technology Development Project Team
Masayuki Yagame	Executive Officer General Manager of Oita Plant	General Manager of Oita Plant
Kouji Ozaki	Executive Officer General Manager of Tokyo Branch	General Manager of Kansai Shikoku Branch
Tomonori Yamamoto	Executive Officer General Manager of Chubu Hokuriku Branch	General Manager of Corporate Planning Department
Hiroki Tsumura	Executive Officer President of Hokkaido Taiheiyo Kogyo Corporation	General Manager of Business Planning Department International Business Division

6. Other changes in the head of the division (effective April 1)

Name	After Transfer	Before Transfer
Takashi Maezawa	General Manager of Corporate Auditors' Office	Manager of Administration Department Kyushu Branch
Kunihiro Nakamura	General Manager of Human Resources Department General Manager of Diversity & Inclusion/Health Promotion Office Human Resources Department	Deputy General Manager of Human Resources Department Manager of Human Resources Department HR Partner Group
Takahiro Kobayashi	General Manager of Internal Auditing Department	Manager of Internal Auditing Group Internal Auditing Department
Keiji Senoo	Internal Auditing Department	General Manager of Corporate Auditors' Office
Shigeto Goto	Internal Auditing Department	General Manager of Internal Auditing Department
Tetsuma Soga	General Manager of Purchasing Department Manager of Purchasing Department Fuel & Raw Materials Group	Manager of Business Planning Group Construction Materials Business Department
Masanori Matsushita	General Manager of Mining Department	Manager of Business Administration Group Mineral Resources Business Department
Yasuyuki Ishida	General Manager of Carbon Neutral Technology Development Department	General Manager of Mineral Resources & Environmental Research Department Central Research Laboratory
Takashi Suzuki	General Manager of Mineral Resources Business Department	Manager of Aggregates Sales Group Mineral Resources Business Department
Hiroyuki Egawa	General Manager of International Business Division Business Planning Department	Manager of Project Group Business Planning Department International Business Division
Akihiko Kodama	General Manager of Real Estate Business Department	Musashino Namacon Corporation assignee
Yasushi Morita	General Manager of Construction Materials Business Department	Manager of Administration Department, Tohoku Branch
Shigeki Nakayauchi	General Manager of Business Planning & Administration Department	Manager of Administration Group Business Planning & Administration Department
Takuya Nakajima	General Manager of Ofunato Plant	Manager of Production Department Oita Plant
Yuuichi Kobayashi	General Manager of Hokkaido Branch	Deputy General Manager of Cement Business Division Sales Department Manager of Sales Group Cement Business Division Sales Department

Shinya Noda	General Manager of Tohoku Branch	Deputy General Manager of Kansai Shikoku Branch Manager of Shikoku Cement Sales & Marketing Department
Takahiro Kawano	General Manager of Kansai Shikoku Branch	Deputy General Manager of Chubu Hokuriku Branch Manager of Hokuriku Cement Sales & Marketing Department
Manabu Yamazaki	General Manager of Chugoku Branch	Manager of Technical Support Group Cement Business Division Sales Department
Tetsuji Matoba	General Manager of Kyushu Branch	General Manager of Tohoku Branch
Yoshinori Hashimoto	Hokkaido Taiheiyo Namacon Co., Ltd., (Scheduled to be president, after the Company's General Meeting of Shareholders)	General Manager of Kyushu Branch
Hideaki Motomiya	Asano Concrete Co., Ltd., (Scheduled to be president, after the Company's General Meeting of Shareholders)	General Manager of Chugoku Branch
Hisashi Torii	Abekawa Kaihatsu Co., Ltd., assignee	General Manager of Real Estate Business Department
Toshihiro Hayashi	Cesame Co., Ltd., assignee (Scheduled to be president, after the Company's General Meeting of Shareholders)	General Manager of Business Planning & Administration Department
Jungo Saitou	Onoda Chemico Co., Ltd., assignee	General Manager of Hokkaido Branch
Kohichi Ohzono	Onoda Chemical Industry Co., Ltd. assignee	General Manager of Construction Materials Business Department
Toyohiko Ochi	Tsuruga Cement Co., Ltd., assignee	General Manager of Ofunato Plant

*As announced on February 21, 2024, the "Carbon Neutral Technology Development Project Team" will be renamed to the "Carbon Neutral Technology Development Department" on April 1, 2024.

7. Retiring Executive Officer (effective March 31)

Takayoshi Okamura
Hideki Mori
Yoshihito Izawa

8. Retiring Director (after the General Meeting of Shareholders in late June)

Yuuichi Kitabayashi
Kunihiro Ando
Tetsuya Ohashi

9. Candidates for new directors (after the General Meeting of Shareholders in late June)

Koshiro Hidaka

Shinji Fukami

Isao Matsui