

February 25, 2025

Notice Concerning Organizational Changes

Taiheiyo Cement Corporation (Headquarters: Bunkyo-ku, Tokyo, President and Representative Director: Yoshifumi Taura) has announced the following organizational changes effective April 1 in order to achieve the key objectives of the “26 Medium-Term Management Plan”.

1. Revisions

① GX Department (NEW)

The “GX Department” will be established to formulate and promote comprehensive strategies for carbon neutrality.

*The “Carbon Neutral Technology Development Department” will be incorporated into the “GX Department”.

② C2SP Kiln Project Team (NEW)

As part of our efforts to achieve carbon neutrality, we will establish a new “C2SP Kiln Project Team” to facilitate the establishment of CO₂ recovery technology using our C2SP kiln at our group company, DC CO., LTD.

③ DX Department (NEW)

In order to further promote digital transformation, the Information-Technology Planning Group will become an independent business unit from the Corporate Planning Department and newly establish the “DX Department”.

④ Research & Development Division (NEW)

“Cement & Concrete Research Laboratory”, “New Technology Research Laboratory”, “Research & Development Department” (3 business sites)

“Research & Development Division” will be established to effectively contribute Research & Development to increase profits. The “Central Research Laboratory” will be divided into the “Cement & Concrete Research Laboratory” and the “New Technology Research Laboratory”. The Intellectual Property Department will be renamed the “Research & Development Department” and incorporated into the “Research & Development Division”.

⑤ Group Business Strategy Department (NEW)

The “Construction Materials Business Department” and the “Business Planning & Administration Department”, which were responsible for formulating growth strategies and promoting business, will be integrated into the “Group Business Strategy Department”.

⑥ Risk Management & Compliance Office (NEW)

The “Risk Management & Compliance Office” will be newly established to set up a risk management system based on an independent and preventive perspective and to strengthen the whistle-blowing system under circumstances where risk management is becoming more important than ever, such as reputation risk and cybersecurity risk.

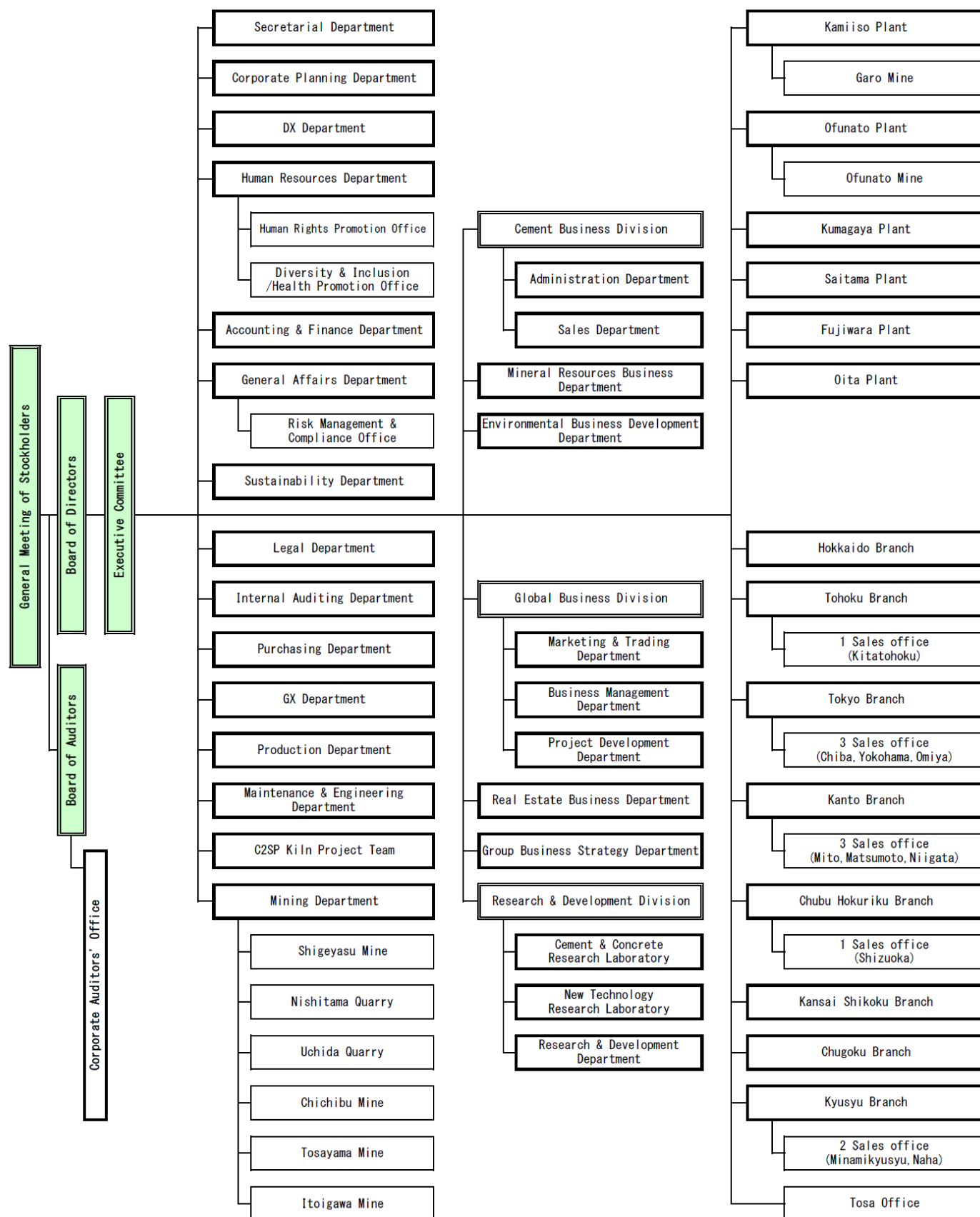
⑦ Global Business Division (RENAMING)

Renaming International Business Division to “Global Business Division”.

2. Organization chart: As shown in Attachment 1 (The current organizational chart is as shown in Attachment 2.)

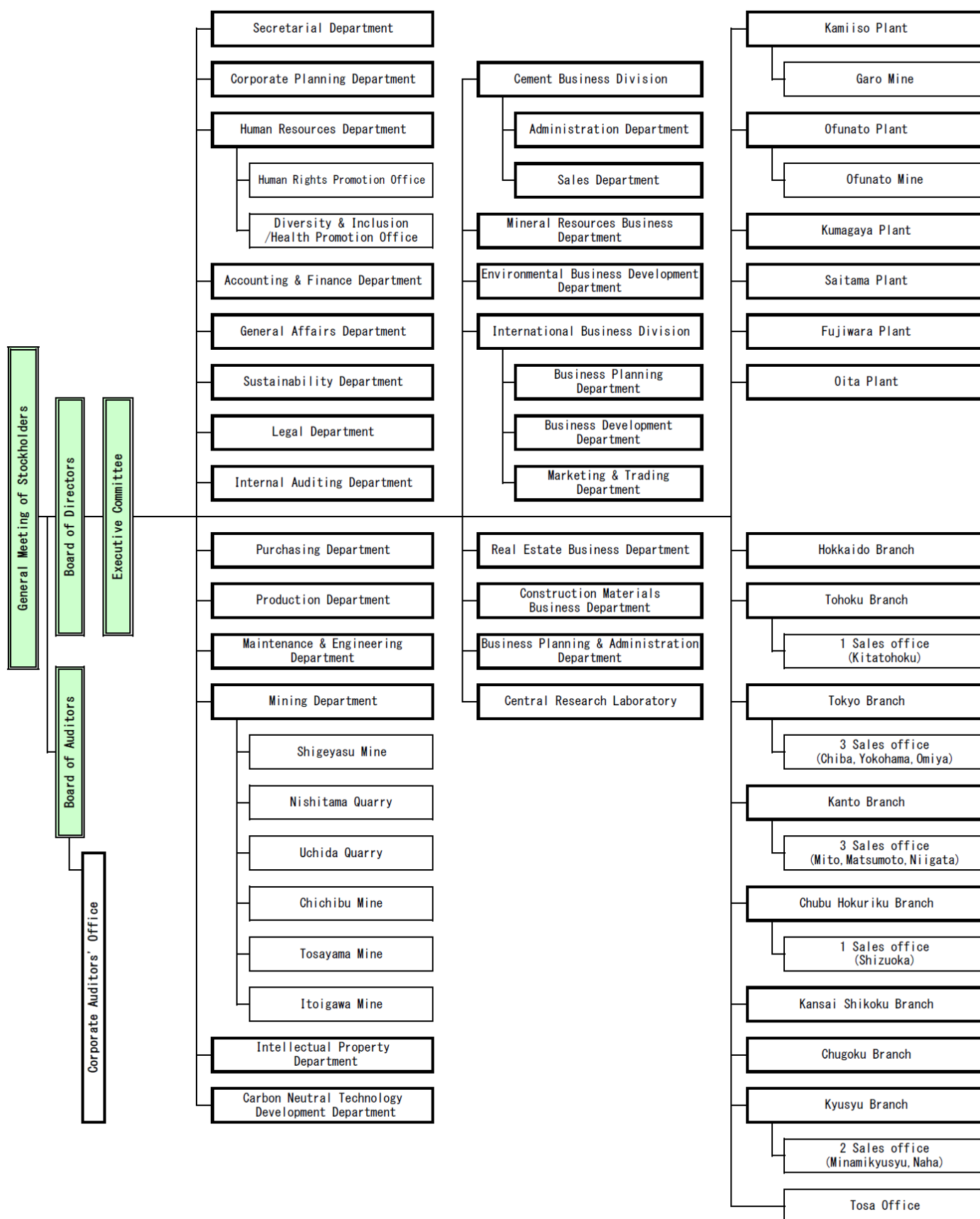
3. Implementation date: April 1, 2025

As of April 1, 2025



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.

As of October 11, 2024



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