

Notice Regarding Changes of Executives

Taiheiyo Cement Corporation hereby announces that at the Board of Directors meeting held on February 25, 2025, the Company decided to make the following changes of officers.

1. Changes in Directors (effective April 1)

Name	After Transfer	Before Transfer
Koshiro Hidaka	Director	Director Senior Executive Officer (Overseeing Production Department, Maintenance & Engineering Department and Carbon Neutral Technology Development Department)
Shinji Fukami	Vice President and Director Senior General Manager of Global Business Division	Director Senior Executive Officer Senior General Manager of International Business Division

2. Changes in other officers (effective April 1)

Name	After Transfer	Before Transfer
Naoyuki Kira	Senior Executive Officer Senior General Manager of Cement Business Division	Managing Executive Officer Senior General Manager of Cement Business Division
Hiroyuki Takano	Managing Executive Officer Senior General Manager of Research & Development Division (Overseeing GX Department)	Managing Executive Officer (Overseeing Intellectual Property Department and Central Research Laboratory)
Yusuke Nemoto	Adviser Corporate Auditors' Office	Managing Executive Officer (Overseeing Human Resources Department, Internal Auditing Department and Real Estate Business Department)
Tsuyoshi Hara	Managing Executive Officer Deputy Senior General Manager of Global Business Division and President of Taiheiyo Cement U.S.A., Inc.	Managing Executive Officer Deputy Senior General Manager of International Business Division and President of Taiheiyo Cement U.S.A., Inc.
Michitomo Beppu	Adviser Adviser of Clion Co., Ltd., (Scheduled to be president, after the Company's General Meeting of Shareholders)	Executive Officer General Manager of Environmental Business Development Department
Takeshi Miyazaki	Adviser	Executive Officer General Manager of Maintenance & Engineering Department

Yutaka Murakami	Managing Executive Officer (Overseeing Internal Auditing Department, Purchasing Department and Environmental Business Development Department)	Executive Officer General Manager of Marketing & Trading Department International Business Division
Takaji Kawabe	Managing Executive Officer (Overseeing DX Department, Production Department, Maintenance & Engineering Department and C2SP Kiln Project Team)	Executive Officer General Manager of Production Department
Hiroshi Hirao	Executive Officer General Manager of Cement & Concrete Research Laboratory Research & Development Division	Executive Officer General Manager of Central Research Laboratory
Masayuki Yagame	Executive Officer General Manager of Production Department	Executive Officer General Manager of Oita Plant

3. New executive officer (effective April 1)

Name	After Transfer	Before Transfer
Kazuhiko Teramoto	Executive Officer General Manager of Oita Plant	General Manager of Saitama Plant
Yasuhiro Kawaragi	Executive Officer General Manager of Legal Department and General Manager of Fair Trade Compliance Office	General Manager of Legal Department and General Manager of Fair Trade Compliance Office
Tetsuji Matoba	Executive Officer General Manager of Kyushu Branch	General Manager of Kyushu Branch
Kunihiro Nakamura	Executive Officer General Manager of Human Resources Department and General Manager of Diversity & Inclusion/Health Promotion Office of Human Resources Department	General Manager of Human Resources Department and General Manager of Diversity & Inclusion/Health Promotion Office of Human Resources Department

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

Name	After Transfer	Before Transfer
Tsutomu Kato	General Manager of DX Department	Manager of Information-Technology Planning Group Corporate Planning Department
Naotaka Mochimatsu	General Manager of General Affairs Department and General Manager of Risk Management & Compliance Office, General Affairs Department	Business Planning & Administration Department
Taichi Gotou	General Manager of Sustainability Promotion Department	Sustainability Promotion Department
Yasuyuki Ishida	General Manager of GX Department	General Manager of Carbon Neutral Technology Development Department
Eiji Fukuda	General Manager of Maintenance & Engineering Department	Myojyo Cement Co., Ltd., assignee
Eiji Satou	Manager of C2SP Kiln Project Team	Manager of Mechanical Engineering Group Maintenance & Engineering Department
Masahiko Shibata	General Manager of Administration Department Cement Business Division	Manager of Corporate Planning Group Corporate Planning Department
Yasushi Tomisako	General Manager of Environmental Business Development Department	Manager of e-Materials Group Environmental Business Development Department

Jun Koizumi	General Manager of Marketing & Trading Department Global Business Division	Manager of Trading Group of Marketing & Trading Department International Business Division
Masao Oosumi	General Manager of Business Management Department Global Business Division	General Manager of Business Development Department International Business Division
Hiroyuki Egawa	General Manager of Project Development Department Global Business Division	General Manager of Business Planning Department International Business Division
Shigeki Nakayauchi	General Manager of Group Business Strategy Department	General Manager of Business Planning & Administration Department
Takaaki Oogami	General Manager of New Technology Research Laboratory Research & Development Division	General Manager of Mineral Resources & Environmental Research Department Central Research Laboratory
Akira Eriguchi	General Manager of Research & Development Department Research & Development Division	Deputy General Manager of Central Research Laboratory and General Manager of Cement & Concrete Research Department
Hiroshi Oomori	General Manager of Kamiiso Plant	General Manager of Fujiwara Plant
Takemasa Kawano	General Manager of Kumagaya Plant	Manager of Electrical Engineering Group Maintenance & Engineering Department
Takafumi Hino	General Manager of Saitama Plant	Nghi Son Cement Corporation assignee
Masanori Takano	General Manager of Fujiwara Plant	Tsuruga Cement Co., Ltd., assignee Ishiyama Mining Co., Ltd., assignee
Yasushi Morita	Taiheiyo Rikuso Corporation, assignee (Scheduled to be President, after the Company's General Meeting of Shareholders)	General Manager of Construction Materials Business Department
Yorimasa Kuga	Azuma Shipping Co., Ltd., assignee	General Manager of Sustainability Promotion Department
Tatsushi Sasao	Nacode Corporation assignee (Scheduled to be Vice President, after the Company's General Meeting of Shareholders)	General Manager of Kumagaya Plant
Kenichi Takano	General Manager of Taiheiyo Cement (China)Investment Co., Ltd.	General Manager of General Affairs Department
Toshio Ishii	Mitsui Wharf Co., Ltd., assignee (Scheduled to be Senior Executive Officer, after the Company's General Meeting of Shareholders)	General Manager of Administration Department Cement Business Division
Kazuo Iseki	Myojyo Cement Co., Ltd., assignee	General Manager of Kamiiso Plant
Makoto Tanimura	Japan Cement Association assignee	General Manager of Intellectual Property Department

*The organization will be revised on April 1.(Today, we announced "Notice Concerning Organizational Changes".)

5. Retiring Executive Officer (effective March 31)
Yusuke Nemoto
Michitomo Beppu
Takeshi Miyazaki
6. Retiring Director (after the General Meeting of Shareholders in late June)
Koshiro Hidaka
7. Retiring Standing Corporate Auditor (after the General Meeting of Shareholders in late June)
Katsuhide Fukuhara
8. Candidates for new Directors (after the General Meeting of Shareholders in late June)
Naoyuki Kira
9. Candidates for new Standing Corporate Auditor (after the General Meeting of Shareholders in late June)
Yusuke Nemoto

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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.