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May 8, 2024

Company name: TSUBAKIMOTO KOGYO CO., LTD.  
Name of representative: Masashi Koda, President & COO  
(Securities code: 8052; Tokyo Stock Exchange Prime Market)  
Inquiries: Junshi Koketsu, Managing Officer  
(Telephone: +81-6-4795-8832)

## Notice Concerning Changes in Directors, Corporate Auditors and Executive Officers

TSUBAKIMOTO KOGYO CO., LTD. (the “Company”) hereby announces that the following changes in directors, corporate auditors and executive officers have been informally decided at a meeting of the Board of Directors held on May 8, 2024. These changes will be formally decided at the 121th Annual General Meeting of Shareholders to be held on June 27, 2024 and at a meeting of the Board of Directors and the Board of Corporate Auditors to be held after the Annual General Meeting of Shareholders.

©Changes in Directors, Corporate Auditors and Executive Officers (effective on June 27, 2024)

### 1. New Candidates for Director

Name	New title and position	Current title and position
Takuichi Fujishige	Director, Executive Managing Officer	Executive Managing Officer
Naomichi Yamamoto	Director (Outside)	Part-time Corporate Auditor (Outside)

### 2. Retiring Directors

Name	New title and position	Current title and position
Hiroyuki Ito	Fellow	Director, Executive Managing Officer
Kenichi Atarashi	Fellow	Director (Outside)

### 3. New Candidates for Corporate Auditor

Name	New title and position	Current title and position
Shinichiro Yamano	Full-time Corporate Auditor	Senior Fellow
Tetsuya Yamamoto	Part-time Corporate Auditor (Outside)	Former Advisor of Tsubakimoto Chain Co.

### 4. Retiring Corporate Auditors

Name	New title and position	Current title and position
Kaoru Yamakita	Fellow	Full-time Corporate Auditor
Naomichi Yamamoto	Director (Outside)	Part-time Corporate Auditor (Outside)

### 5. Promotion of Executive Officers

Name	New title and position	Current title and position
Masayuki Yamada	Executive Managing Officer	Managing Officer
Makoto Fujii	Managing Officer	Senior Corporate Officer
Kenji Mori	Managing Officer	Corporate Officer

### 6. New Candidates for Executive Officer

Name	New title and position	Current title and position
Masahiro Koide	Corporate Officer	Manager, Strategic Management Center
Kazuhiko Tomi	Corporate Officer	Senior Fellow

### 7. Retiring Executive Officer

Name	Current title and position
Tadao Kanayama	Corporate Officer

8. Changes in responsibilities (Underlined are new positions and responsibilities)

Name	New responsibilities	Current responsibilities
Masashi Koda	COO; <u>overseeing Overseas Business</u>	COO
Hiroshi Kasugabe	Overseeing Corporate Administration; in charge of Internal Auditing, Public Relations, Sustainability Promotion Committee, Internal Control Committee, Risk Management Committee, and Compliance Committee	Overseeing Corporate Administration; General Manager, Corporate Administration Center; in charge of Internal Auditing, Legal Affairs, Credit Control, Public Relations, Sustainability Promotion Committee, Internal Control Committee, Risk Management Committee, and Compliance Committee
Takuichi Fujishige	<u>Overseeing Sales and Strategic Business Development; General Manager, Strategic Business Development Center; in charge of Engineering Department</u>	General Manager, Eastern Japan Headquarters (Construction Management Operation); Deputy General Manager, Strategic Business Development Center (ATOM Business Division Operation)
Makoto Fujii	<u>General Manager, Corporate Administration Center; assistant in charge of Public Relations</u>	Deputy General Manager, Corporate Administration Center (Financial & Accounting Operation)
Kenji Mori	<u>General Manager, Eastern Japan Headquarters (Construction Management Operation)</u>	Deputy General Manager, Eastern Japan Headquarters; Branch Manager, Yokohama Branch
Hiroaki Ueda	Deputy General Manager, Corporate Administration Center (Human Resources & General Affairs Operation); in charge of Secretary Department; in charge of Corporate Governance Office; assistant in charge of Compliance Committee	Deputy General Manager, Corporate Administration Center (Human Resources & General Affairs Operation); in charge of Secretary Department; assistant in charge of Public Relations Department; in charge of Corporate Governance Office; assistant in charge of Compliance Committee
Yoshihisa Nakae	General Manager, Eastern Japan Sales Headquarter; <u>Branch Manager, Yokohama Branch</u>	General Manager, Eastern Japan Sales Headquarters
Masahiro Koide	<u>Deputy General Manager, Corporate Administration Center (Human Resources &amp; Digital Promotion Operation); Manager, Human Resources &amp; General Affairs Department</u>	Manager, Strategic Management Center
Kazuhiko Tomi	<u>In charge of Legal Affairs and Credit Control;</u> Manager, Credit Control Department	Manager, Credit Control Department

**(Reference) Future Executive Structure (effective on June 27, 2024)**

\* indicates outside director    ◎ indicates promotion    ○ indicates new appointment

	Name	Title and position	Responsibilities
	Tetsuya Tsubakimoto	Chairman (Representative Director)	CEO
	Masashi Koda	President (Representative Director)	COO; overseeing Overseas Business
	Hiroshi Kasugabe	Director, Executive Managing Officer	Overseeing Corporate Administration; in charge of Internal Auditing, Public Relations, Sustainability Promotion Committee, Internal Control Committee, Risk Management Committee, and Compliance Committee
○	Takuichi Fujishige	Director, Executive Managing Officer	Overseeing Sales and Strategic Business Development; General Manager, Strategic Business Development Center; in charge of Engineering Department
*	Hideki Ninomiya	Director	
*	Yumiko Yasuhara	Director	
○*	Naomichi Yamamoto	Director	
	Osamu Ogawara	Full-time Corporate Auditor	
○	Shinichiro Yamano	Full-time Corporate Auditor	
*	Hitoshi Kobayash	Full-time Corporate Auditor	
○*	Tetsuya Yamamoto	Part-time Corporate Auditor	
◎	Masayuki Yamada	Executive Managing Officer	General Manager, Western Japan Headquarters (Construction Management Operation)
	Junichiro Yamamura	Managing Officer	Deputy General Manager, Strategic Business Development Center (Industrial Materials Business Division Operation)
	Junshi Koketsu	Managing Officer	General Manager, Strategic Management Center; Manager, Public Relations Department
	Yoshinobu Isobe	Managing Officer	General Manager, Central Japan Headquarters (Construction Management Operation)
◎	Makoto Fujii	Managing Officer	General Manager, Corporate Administration Center; assistant in charge of Public Relations
◎	Kenji Mori	Managing Officer	General Manager, Eastern Japan Headquarters (Construction Management Operation)
	Hiroaki Ueda	Senior Corporate Officer	Deputy General Manager, Corporate Administration Center (Human Resources & General Affairs Operation); in charge of Secretary Department; in charge of Corporate Governance Office; assistant in charge of Compliance Committee
	Tetsuya Hiromasa	Corporate Officer	Deputy General Manager, Western Japan Headquarters
	Yumiko Imanishi	Corporate Officer	Manager, Procurement Department
	Fusao Hashimoto	Corporate Officer	General Manager, Western Japan Sales Headquarters
	Yoshihisa Nakae	Corporate Officer	General Manager, Eastern Japan Sales Headquarter; Branch Manager, Yokohama Branch
○	Masahiro Koide	Corporate Officer	Deputy General Manager, Corporate Administration Center (Human Resources & Digital Promotion Operation); Manager, Human Resources & General Affairs Department
○	Kazuhiko Tomi	Corporate Officer	In charge of Legal Affairs and Credit Control; Manager, Credit Control Department