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May 8, 2025

Company name: TSUBAKIMOTO KOGYO CO., LTD.  
 Name of representative: Masashi Koda, President & COO  
 (Securities code: 8052; Tokyo Stock  
 Exchange Prime Market)  
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## Notice Concerning Changes in Officers

TSUBAKIMOTO KOGYO CO., LTD. (the “Company”) hereby announces that the following changes in officers have been informally decided at a meeting of the Board of Directors held on May 8, 2025. These changes will be formally decided at a meeting of the Board of Directors to be held after the 122th Annual General Meeting of Shareholders to be held on June 27, 2025.

### ©Changes in Executive Officers (effective on June 27, 2025)

#### 1. New Candidates for Executive Officer

Name	New title and position	Current title and position
Hideki Abe	Corporate Officer	Manager; assistant to General Manager, Eastern Japan Sales Headquarters

#### 2. Retiring Executive Officer

Name	New title and position	Current title and position
Hiroaki Ueda	Fellow	Senior Corporate Officer

#### 3. Changes in responsibilities (Underlined are new positions and responsibilities)

Name	New responsibilities	Current responsibilities
Yoshihisa Nakae	<u>Deputy General Manager, Central Japan Headquarters</u>	General Manager, Eastern Japan Sales Headquarters; Branch Manager, Yokohama Branch
Hideki Abe	<u>General Manager, Eastern Japan Sales Headquarters; Branch Manager, Yokohama Branch</u>	Manager; assistant to General Manager, Eastern Japan Sales Headquarters

**(Reference) Future Executive Structure (effective on June 27, 2025)**

\* indicates outside director    ○ 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)
	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	Deputy General Manager, Central Japan Headquarters
	Masahiro Koide	Corporate Officer	Deputy General Manager, Corporate Administration Center (Human Resources Operation); Manager, Human Resources & General Affairs Department
	Kazuhiko Tomi	Corporate Officer	In charge of Legal Affairs and Credit Control; Manager, Credit Control Department
○	Hideki Abe	Corporate Officer	General Manager, Eastern Japan Sales Headquarters; Branch Manager, Yokohama Branch