

February 26, 2025

To whom it may concern,

Company name	Takuma Co., Ltd.
Representative	Hiroaki Nanjo, President and Representative Director (Securities code: 6013; Prime of Tokyo Stock Exchange)
Inquiries	Hiroshi Oishi,, Director & Managing Executive Officer, Executive Manager of Corporate Services Division
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### Notice Regarding Changes in Representative Director and Executive Officers

Takuma Co., Ltd. ("the Company," hereafter) announces that the following changes have been resolved at today's meeting of the Board of Directors regarding changes in Representative Director and Executive Officers effective April 1, 2025, and candidates for Directors to be discussed at the 121st Ordinary General Meeting of Shareholders scheduled for June 2025.

#### 1. Change in Representative Director

##### (1) Reason for the change

The Company aims to further accelerate efforts toward achieving "Vision 2030," its long-term vision, and thereby achieving further growth by strengthening its management structure while its current business performance remains strong.

##### (2) Detail of the change

Name	New Title	Present Title
Hiroaki Nanjo	Director & Chairman Executive Officer	President and Representative Director & Chief Executive Officer
Kunio Hamada	President and Representative Director & Chief Executive Officer	Director and Managing Executive Officer, Executive Manager of Corporate Planning & Administration Division

##### (3) Date of the change

April 1, 2025

##### (4) Brief personal record of the new Representative Director

Name	Kunio Hamada	
Date of birth	February 9, 1965	
Place of birth	Kagoshima Prefecture, Japan	
Education	March 1988	Graduated from Engineering Department of Kobe University of Mercantile Marine (current Kobe University)
Business Experience	July 1990	Joined the Company
	June 2013	General Manager of Cost Control & Project Administration Department, Management Center, Engineering Group

Business Experience	April 2018	Executive Officer, Deputy Executive Manager of Corporate Planning & Administration Division and General Manager of Corporate Planning Department
	April 2021	Executive Manager of Corporate Planning & Administration Division (current position)
	June 2021	Director (current position)
	April 2022	Managing Executive Officer (current position)
Number of the Company's shares held		19,828

## 2. Changes in Executive Officers (Effective April 1, 2025)

### (1) New appointments

Name	New Title	Present Title
Masahide Yamashita	Executive Officer, Deputy Executive Manager of Project Center and General Manager of Environmental Engineering Department 1, Project Center, Engineering Group	General Manager of Environmental Engineering Department 1, Project Center, Engineering Group
Masahide Okamoto	Executive Officer, Executive Manager of Corporate Planning & Administration Division and General Manager of Corporate Planning Department	General Manager of Corporate Planning Department, Corporate Planning & Administration Division

### (2) Changes in responsibility

Name	New Title	Present Title
Hiroaki Nanjo	Director & Chairman Executive Officer	President and Representative Director & Chief Executive Officer
Kunio Hamada	President and Representative Director & Chief Executive Officer	Director & Managing Executive Officer, Executive Manager of Corporate Planning & Administration Division
Tsuyohito Nishiyama	Director & Executive Vice President, Executive Manager of Corporate Marketing Group and Executive Manager of Business Administration Division	Director & Senior Managing Executive Officer, Executive Manager of Corporate Marketing Group and Executive Manager of Business Administration Division
Hideki Takeguchi	Director & Executive Vice President, Executive Manager of Engineering Group and Executive Manager of Management Center	Director & Senior Managing Executive Officer, Executive Manager of Engineering Group and Executive Manager of Management Center
Hiroshi Oishi	Director & Managing Executive Officer, Executive Manager of Corporate Services Division and Executive Manager of Compliance & CSR Promotion Division	Director & Managing Executive Officer, Executive Manager of Corporate Services Division

Name	New Title	Present Title
Kiyoshi Shibata	Managing Executive Officer, Executive Manager of Engineering Center, Engineering Group	Executive Officer, Executive Manager of Engineering Center, Engineering Group
Junichi Hashimoto	Executive Officer, Executive Manager of Construction Center, Engineering Group	Executive Officer, Deputy Executive Manager of Construction Center, Engineering Group

(3) Retirement of executive officers (Effective March 31, 2025)

Name	New Title	Present Title (Current)
Keiji Nakamura	Advisor	Managing Executive Officer, Executive Manager of Construction Center, Engineering Group
Yasushi Enomoto	Advisor	Executive Officer, Executive Manager of Compliance & CSR Promotion Division

**3. Change in Director effective as of the 121st Ordinary General Meeting of Shareholders in late June 2025 (tentative schedule)**

There is no plan for new appointment or retirement of director at this time.