



February 25, 2026

To whom it may concern,

Company name	Takuma Co., Ltd.
Representative	Kunio Hamada, 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 Directors and Executive Officers

Takuma Co., Ltd. announces that it has resolved at today's meeting of the Board of Directors to change its Executive Officers effective both April 1, 2026 and the date of the 122nd Ordinary General Meeting of Shareholders ("the 122nd OGM," hereafter) scheduled for June 2026, as well as to propose the candidate for its Director at the 122nd OGM as follows.

1. Changes in Executive Officers effective April 1, 2026 (the retirement coming into effect from March 31, 2026)

(1) New appointments

Name	New Title	Present Title
Genta Maruta	Executive Officer, Deputy Executive Manager of Environmental Plant Division and General Manager of Plant Sales Department 2, Corporate Marketing Group	General Manager of Plant Sales Department 2, Environmental Plant Division, Corporate Marketing Group
Katsuhiko Yuge	Executive Officer, Executive Manager of Management Center, Engineering Group	General Manager of Project Administration Department, Management Center, Engineering Group

(2) Changes in responsibility

Name	New Title	Present Title
Hideki Takeguchi	Director & Executive Vice President, Executive Manager of Engineering Group	Director & Executive Vice President, Executive Manager of Engineering Group and Executive Manager of Management Center
Masayuki Sugita	Managing Executive Officer, Executive Manager of Energy Plant Division, Corporate Marketing Group	Executive Officer, Executive Manager of Energy Plant Division, Corporate Marketing Group
Takashi Iida	Executive Officer, Executive Manager of International Division and General Manager of International Department, Corporate Marketing Group	Executive Officer, Deputy Executive Manager of International Division and General Manager of International Department, Corporate Marketing Group

Masahide Yamashita	Executive Officer, Executive Manager of Project Center, Engineering Group	Executive Officer, Deputy Executive Manager of Project Center and General Manager of Environmental Engineering Department 1, Engineering Group
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(3) Retirement of executive officers

Name	New Title	Present Title
Koji Tanaka	Director	Director & Managing Executive Officer, Executive Manager of International Division, Corporate Marketing Group
Norio Maeda	Advisor	Managing Executive Officer, Executive Manager of Project Center, Engineering Group

2. Change of Executive Officer effective the date of the 122nd OGM scheduled to be held in late June 2026

(1) New appointment

Name	New Title	Title as of April 1, 2026
Keizo Masugi	Executive Officer, Deputy Executive Manager of Compliance & CSR Promotion Division	Director (Standing Audit and Supervisory Committee Member)

3. Changes of Directors (tentative schedule) effective the date of the 122nd OGM scheduled to be held in late June 2026

(1) Candidate for Director (Audit and Supervisory Committee Member)

Name	New Title	Title as of April 1, 2026
Kayo Serizawa	Director (Standing Audit and Supervisory Committee Member)	Audit and Supervisory Committee Office (Assistant General Manager)

(2) Directors scheduled to retire

Name	New Title	Title as of April 1, 2026
Koji Tanaka	Advisor	Director
Keizo Masugi	Executive Officer, Deputy Executive Manager of Compliance & CSR Promotion Division	Director (Standing Audit and Supervisory Committee Member)