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May 14, 2025

To whom it may concern

Company name TAIHEI DENGYO KAISHA, LTD.
 Representative Jo Nojiri, Representative Director,
 President and Chief Executive Officer
 (Code number 1968 Tokyo Stock
 Exchange Prime Market)
 Contact Shinya Kusaka, Director and Managing
 Executive Officer/General Manager,
 General Affairs Administrative Division
 (Phone +81-3-5213-7211)

**Notice Concerning Changes in Representative Directors, Directors, and
 Audit & Supervisory Board Members**

TAIHEI DENGYO KAISHA, LTD. (the “Company”) hereby announces that it has internally decided, at a meeting of the Board of Directors held on May 14, 2025 (today), to change the Representative Directors, Directors, and Audit & Supervisory Board Members as described below.

The changes will be officially determined at the 85th Annual General Meeting of Shareholders to be held on June 27, 2025 and at the subsequent meeting of the Board of Directors.

I. Changes in Representative Directors

1. Changes in Representative Directors

Name	New Position	Current Position
Jo Nojiri	Representative Director, Chairman and Executive Officer	Representative Director, President and Chief Executive Officer
Hiroaki Ito	Representative Director, President and Chief Executive Officer	Representative Director, Senior Managing Executive Officer

2. Reason for the change

This change is intended to further strengthen and enhance the Group’s management functions, with the aim of raising its sustainable corporate value.

3. Scheduled date of appointment

July 1, 2025

4. Career summary of Representative Director

Name (Date of Birth)	Career Summary	Number of shares held of the Company Held
Jo Nojiri (January. 29, 1959)	<p>Mar. 1984 Joined the Company</p> <p>Jul. 2007 Promoted to General Manager, Maintenance Department</p> <p>Apr. 2008 Promoted to Executive Officer/ General Manager, Maintenance Department</p> <p>Jun. 2009 Promoted to Senior Executive Officer/ Deputy General Manager, Construction Operations Division and General Manager, Maintenance Department</p> <p>Apr. 2012 Promoted to Senior Executive Officer/ General Manager, Construction Operations Division</p> <p>Jun. 2012 Appointed as Director and Senior Executive Officer/ General Manager, Construction Operations Division</p> <p>Apr. 2013 Appointed as Representative Director, President and Chief Executive Officer(to the present)</p>	23,000 shares
Hiroaki Ito (September 8, 1964)	<p>Mar. 1987 Joined the Company</p> <p>Jan. 2007 Promoted to Site Manager of Electrical and Instrumentation Construction Works for Shin-Nagoya Thermal Power Station Unit 8</p> <p>Apr. 2014 Promoted to General Manager, Maintenance Department</p> <p>Jun. 2014 Promoted to General Manager, Maintenance Department and General Manager, Nuclear Power Department</p> <p>Oct. 2015 Promoted to Executive Officer/ Deputy General Manager, Construction Operations Division and General Manager, Maintenance Department</p> <p>Apr. 2017 Promoted to Executive Officer/ General Manager, Tokyo Branch Office</p> <p>Jun. 2019 Appointed as Director and Senior Executive Officer/Supervising Director, East Japan Division and Deputy General Manager, Construction Operations Division</p> <p>Jun. 2020 Appointed as Director and Senior Executive Officer/General Manager, Sales Operations Division and General Manager, Power Business Division</p> <p>Jul. 2022 Appointed as Director and Managing Executive Officer/General Manager, Sales Operations Division</p> <p>Jul. 2024 Appointed as Representative Director, Senior Managing Executive Officer/General Manager, Sales Operations Division and General Manager, Global Business Division (to the present)</p>	9,800 shares

II. Director to be promoted (scheduled for July 1, 2025)

Name	New Position	Current Position
Shinya Kusaka	Director, Senior Managing Executive Officer	Director, Managing Executive Officer

III. Changes in Directors (scheduled for June 27, 2025)

1. New candidates for Directors

Name	New Position	Current Position
Ryoichi Taguchi	Director, Senior Executive Officer	Executive Officer
Daizo Igarashi	Director (Outside)	—

* Mr. Daizo Igarashi satisfies the requirements for an outside director as provided in Article 2, Item 15 of the Companies Act, and the Company plans to designate him as an independent director as stipulated by Tokyo Stock Exchange, Inc.

2. Director to be retired

Name	Current Position
Ichiro Wada	Director (Outside)

IV. Changes in Audit & Supervisory Board Members (scheduled for June 27, 2025)

1. New candidates for Audit & Supervisory Board Members

Name	New Position	Current Position
Yasushi Takeshita	Audit & Supervisory Board Member (full-time)	Advisor
Koji Hayakawa	Audit & Supervisory Board Member (full-time)	Deputy General Manager Accounting Department

2. Audit & Supervisory Board Members to be retired

Name	Current Position
Yutaka Aoki	Audit & Supervisory Board Member (full-time)
Yasunori Yamamura	Audit & Supervisory Board Member (full-time)

* Mr. Yutaka Aoki is scheduled to be appointed as Advisor after his retirement.

V. Names and career summaries of new candidates for Directors and Audit & Supervisory Board Members

1. New candidates for Directors

Name (Date of Birth)	Career Summary and Status as Representative at Other Companies	
Ryoichi Taguchi (July 2, 1966)	Mar. 1989	Joined the Company
	May 2004	Promoted to Construction Site Manager of Frontier Energy Niigata
	Feb. 2019	Promoted to Construction Site Manager of Taketoyo Thermal Power Plant Unit 5
	Jul. 2021	Promoted to General Manager, Thermal Power Department
	Jul. 2022	Promoted to Executive Officer/General Manager, Nagoya Branch Office
	Jul. 2024	Promoted to Executive Officer/Deputy General Manager, Construction Operations Division and General Manager Thermal Power Department (to the present)
Daizo Igarashi (February 20, 1956)	Apr. 1979	Joined Kanagawa Prefectural Government
	Mar. 1994	Awarded Doctor of Agriculture
	Apr. 2009	Professor, Department of Bioproduction Technology, Junior College of Tokyo University of Agriculture
	Apr. 2018	Professor, Department of International Food and Agricultural Science, Faculty of International Agriculture and Food Studies, Tokyo University of Agriculture
	Apr. 2021	Part-time Lecturer, Department of International Food and Agricultural Science, Faculty of International Agriculture and Food Studies, Tokyo University of Agriculture (to the present)
		Lecturer, Green Academy, Tokyo University of Agriculture (to the present)
		Head of an agricultural school, Setagaya Kawaba Furusato Public Corporation (to the present)
		Technical Expert Committee Member, Japan Overseas Cooperation Volunteers, Japan International Cooperation Agency (to the present)
	Jan. 2022	Lecturer, Kanagawa Agricultural Academy (to the present)

2. New candidates for Audit & Supervisory Board Members

Name (Date of Birth)	Career Summary and Status as Representative at Other Companies	
Yasushi Takeshita (September 3, 1955)	Mar. 1979	Joined the Company
	Mar. 2005	Promoted to Construction Site Manager of Kawasaki Thermal Power Plant Project
	Jun. 2009	Promoted to Executive Officer/General Manager, Construction Department
	Apr. 2012	Promoted to Deputy General Manager, Construction Operations Division and General Manager, Construction Department
	Apr. 2013	Promoted to Senior Executive Officer/General Manager, Construction Operations Division
	Jun. 2013	Appointed as Director and Senior Executive Officer/General Manager, Construction Operations Division
	Jun. 2017	Appointed as Director and Managing Executive Officer/General Manager, Construction Operations Division
	Apr. 2018	Appointed as Director and Managing Executive Officer/General Manager, Construction Operations Division and Supervising Director, East Japan Division
	Jun. 2020	Appointed as Director and Senior Managing Executive Officer/General Manager, Construction Operations Division
Koji Hayakawa (September 24, 1963)	Jun. 2022	Appointed as Advisor (to the present)
	Apr. 1986	Joined The Sumitomo Bank, Limited (currently Sumitomo Mitsui Banking Corporation)
	Apr. 2001	Promoted to Deputy General Manager, Global Institutional Banking Department, Sumitomo Mitsui Banking Corporation
	Dec. 2001	Senior Vice President and Department Head, Singapore Branch, Sumitomo Mitsui Banking Corporation
	Dec. 2008	Joint General Manager, Taipei Branch, Sumitomo Mitsui Banking Corporation
	Apr. 2011	Joint General Manager, International Banking Department, Sumitomo Mitsui Banking Corporation
	Apr. 2013	Joint General Manager, Emerging Markets Business Division, Sumitomo Mitsui Banking Corporation
	Jul. 2013	General Manager, Global Advisory Department, Sumitomo Mitsui Banking Corporation
	Jun. 2016	Director, PT Oto Multiartha
	May 2021	Senior Vice President, Compliance Department, Sumitomo Mitsui Banking Corporation
	Dec. 2021	Director (Audit and Supervisory Committee Member (full-time)), MICS Chemical Co., Ltd. (currently Nakamoto Advanced Film Co., Ltd.)
	Apr. 2024	Deputy General Manager Accounting Department, the Company (to the present)