

The following statements are an English-language translation of the original Japanese documents.

February 21, 2020

Listed company name: Penta-Ocean Construction Co., Ltd.

Code number: 1893

Stock exchange: Tokyo Stock Exchange, Nagoya Stock Exchange

Notice of Changes in Executive Officers

At the Board of Directors Meeting held on February 21, 2020, Penta-Ocean Construction Co., Ltd. passed a resolution on the following changes of its Executive Officers as well as its organizational structure.

1. Change in Executive Officers (Effective as of April 1, 2020)

Name	New Title	Current Title
Tetsushi Noguchi	Senior Managing Executive Officer, Head of Civil Engineering Divisions Group, Civil Engineering Business Unit, Executive of Environment Health, Safety and Quality	Senior Managing Executive Officer, Head of Civil Engineering Divisions Group, Civil Engineering Business Unit, Executive of Environment Health, Safety and Quality, Executive of R&D Strategy Planning Office
Tetsunori Ooshimo	Senior Managing Executive Officer, Head of Offshore Wind Farm Business Divisions Group, Civil Engineering Business Unit, Executive of Civil Engineering Business Unit (Sales and Marketing), Executive of Procurement Division	Managing Executive Officer, Head of Chugoku Branch
Satoshi Shimauchi	Managing Executive Officer, Head of Osaka Branch	Managing Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing), Executive of Procurement Division

Sho Matsuyama	Managing Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing)	Managing Executive Officer, Head of Osaka Branch
Junji Katsumura	Managing Executive Officer, Head of International Administration Divisions Group, International Business Unit	Managing Executive Officer, Head of International Civil Engineering Divisions Group, International Business Unit, Head of International Administration Divisions Group, International Business Unit
Masanori Kotsuji	Managing Executive Officer, Executive of Civil Engineering Business Unit (Assigned to Nagoya Branch)	Managing Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing)
Toshitomo Nakamura	Managing Executive Officer, Head of Tokyo Civil Engineering Branch	Managing Executive Officer, Head of Tohoku Branch
Shunji Kitahashi	Managing Executive Officer, General Manager, Head of Accounting Division, Corporate Administration Divisions Group	Executive Officer, General Manager, Head of Accounting Division, Corporate Administration Divisions Group
Kazushi Yamashita	Managing Executive Officer, Head of International Building Construction Divisions Group, International Business Unit	Executive Officer, Head of International Building Construction Divisions Group, International Business Unit
Katsuyuki Sakurai	Managing Executive Officer, Executive of Building Construction Business Unit (Sales and Marketing)	Executive Officer, Head of Sapporo Branch
Shiro Matsuo	Managing Executive Officer, Head of Environment Health, Safety and Quality Divisions Group	Executive Officer, Head of Environment Health, Safety and Quality Divisions Group
Tsunehiro Sekimoto	Executive Officer, Head of ICT Promotion Office, Executive of Institute of Technology	Executive Officer, Executive of Institute of Technology
Nario Yoshida	Executive Officer, Executive of Building Construction Business Unit (Construction	Executive Officer, Executive of Building Construction Business Unit

	Engineering)	(Construction Engineering), General Manager, Head of Construction Engineering Division, Building Construction Divisions Group, Building Construction Business Unit
Kiyokazu Kawakami	Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing), General Manager, Head of Sales and Marketing Division No.2, Civil Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit, Executive of Civil Engineering Business Unit (Environment)	Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing), General Manager, Head of Sales and Marketing Division No.2, Civil Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit
Keiji Kondo	Executive Officer, General Manager, Head of Civil Engineering Planning Division, Civil Engineering Business Unit, Executive of Civil Engineering Business Unit (Civil Engineering)	Executive Officer, Executive of Civil Engineering Business Unit (Civil Engineering)
Naoki Kawanobe	Executive Officer, Executive of Building Construction Business Unit (M&E)	Executive Officer, Executive of Building Construction Business Unit (M&E), General Manager, Head of M&E Division, Building Construction Divisions Group, Building Construction Business Unit
Nariaki Ihara	Executive Officer, Executive of International Business Unit (Building Construction)	Senior General Manager, International Building Construction Divisions Group, International Business Unit, General Manager, Head of Construction Engineering Division
Junichi Tanigawa	Executive Officer, Head of Tohoku	Executive General Manager,

	Branch	Deputy Head of Civil Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit, Head of Sales and Marketing Division No.1
Osamu Hidaka	Executive Officer, Head of International Civil Engineering Divisions Group, International Business Unit	Executive General Manager, Deputy Head of International Civil Engineering Divisions Group, International Business Unit
Satoshi Taguchi	Executive Officer, Head of Chugoku Branch	Executive General Manager, Deputy Head of Civil Engineering Divisions Group, Civil Engineering Business Unit, General Manager, Head of Civil Engineering Planning Division
Shinichiro Fukushima	Executive Officer, Executive of Civil Engineering Business Unit	Adviser
Yuji Nakamitsu	Adviser *1	Senior Managing Executive Officer, Executive of Building Construction Business Unit
Hiroshi Furuno	Adviser, President and Representative Director of Jaiwat Co., Ltd.	Managing Executive Officer, Executive of Civil Engineering Business Unit (Environmental Business), Executive of 2020 Business Development Office, President and Representative Director of Jaiwat Co., Ltd.
Shuichi Machida	Adviser	Executive Officer, Head of Tokyo Civil Engineering Branch

*1 To be nominated as President and Representative Director of Penta Builders Corporation, a subsidiary of POC, in June 2020.

2. Change in Head of Branch (Effective as of April 1, 2020)

Name	New Title	Current Title
Junji Kajimoto	Head of Sapporo Branch	General Manager, Head of

		Sales and Marketing Division No.3 and No.4, Civil Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit
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3. Organizational Change (Effective as of April 1, 2020)

- New establishment of Offshore Wind Farm Business Divisions Group
We will newly establish “Offshore Wind Farm Business Divisions Group” in order to further strengthen initiatives for construction of offshore wind farm facilities.
- New establishment of ICT Promotion Office
We will newly establish “ICT Promotion Office” in order to promote wider use of ICT technology across organization.

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