

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

February 29, 2024

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

Code number: 1893

Stock exchange: Tokyo Prime, Nagoya Premier

Notice of Changes in Executive Officers, etc.

At the Board of Directors Meeting held on February 29, 2024, Penta-Ocean Construction Co., Ltd. passed a resolution on the following changes of its Executive Officers, etc., as well as its organizational structure.

1. Changes in Executive Officers, etc. (Effective as of April 1, 2024)

Name	New Title	Current Title
Tomoyuki Yamashita	Executive Vice President, Representative Director, Head of Corporate Administration Divisions Group, Executive of ICT Promotion Office	Senior Managing Executive Officer, Member of the Board, Head of Corporate Administration Divisions Group, Executive of ICT Promotion Office
Shigenobu Kawasaki	Executive Vice President, Executive of Civil Engineering Business Unit	Senior Managing Executive Officer, Executive of Civil Engineering Business Unit
Toyomitsu Fujiwara	Senior Managing Executive Officer, Executive of Building Construction Business Unit (Sales & Marketing)	Managing Executive Officer, Executive of Building Construction Business Unit (Sales & Marketing)
Kazushi Yamashita	Senior Managing Executive Officer, Executive of International Business Unit, UG M&E CEO	Managing Executive Officer, Executive of International Business Unit, UG M&E CEO
Makoto Mizutani	Senior Managing Executive Officer, Executive of Civil Engineering Business Unit, Executive of International Business Unit	Managing Executive Officer, Executive of Civil Engineering Business Unit, Executive of International Business Unit

Masanori Seta	Senior Managing Executive Officer, Executive of Civil Engineering Business Unit	Managing Executive Officer, Executive of Civil Engineering Business Unit
Toshitomo Nakamura	Managing Executive Officer, Executive of Civil Engineering Business Unit (Civil Engineering Planning, Sales and Marketing)	Managing Executive Officer, Head of Tokyo Civil Engineering Branch
Kazuhiko Yamaguchi	Managing Executive Officer, Executive of Civil Engineering Business Unit (Environment)	Managing Executive Officer, Head of Nagoya Branch
Kiyokazu Kawakami	Managing Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing)	Managing Executive Officer, Head of Shikoku Branch
Keiji Kondo	Managing Executive Officer, Head of Tokyo Civil Engineering Branch	Managing Executive Officer, Executive of Civil Engineering Business Unit (Civil Engineering Planning, Civil Engineering, Environment)
Nariaki Ihara	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
Junichi Tanigawa	Managing Executive Officer, Executive of Civil Engineering Business Unit (Sales and Marketing)	Executive Officer, Head of Tohoku Branch
Satoshi Taguchi	Managing Executive Officer, Head of Chugoku Branch	Executive Officer, Head of Chugoku Branch
Junji Kajimoto	Managing Executive Officer, Head of Nagoya Branch	Executive Officer, Head of Sapporo Branch, Executive of Civil Engineering Business Unit (Offshore Wind)
Toshiaki Ikushima	Managing Executive Officer, Head of Osaka Branch	Executive Officer, Head of Osaka Branch

Ichiro Komura	Managing Executive Officer, Executive of Civil Engineering Business Unit (Offshore Wind)	Adviser
Masahiro Ozaki	Executive Officer, Head of Civil Engineering M&E Divisions Group, Civil Engineering Business Unit, Executive of Civil Engineering Business Unit (Offshore Wind)	Executive Officer, Executive of Civil Engineering Business Unit (Vessel and Machinery Management, Offshore Wind)
Junichi Endo	Executive Officer, Executive of Corporate Administration Divisions Group (Corporate Planning), General Manager, Head of Finance Division	Executive Officer, General Manager, Head of Corporate Planning Division, Corporate Administration Divisions Group, General Manager, Head of Finance Division
Yuichiro Nakagawa	Executive Officer, General Manager, Head of Legal Division, Corporate Administration Divisions Group, General Manager, Head of Business Planning Division, Offshore Wind Construction Business Divisions Group, Civil Engineering Business Unit	Executive Officer, General Manager, Head of Legal Division, Corporate Administration Divisions Group, Executive of Civil Engineering Business Unit (Offshore Wind)
Koki Sasaki	Executive Officer, Head of Sapporo Branch, Executive of Civil Engineering Business Unit (Offshore Wind)	Senior Expert, Deputy Head of Sapporo Branch
Koji Ikushima	Executive Officer, Deputy Head of Tokyo Building Construction Branch	Deputy Head of Tokyo Building Construction Branch
Takeshi Yamamoto	Executive Officer, Head of International Administration Divisions Group, International Business Unit	Senior Executive General Manager, Head of International Administration Divisions Group, International Business Unit
Susumu Kawamata	Executive Officer, Head of Tohoku Branch	Deputy Head of Tohoku Branch
Yasuharu Toyota	Executive Officer, Head of	Senior General Manager, Civil

	Shikoku Branch	Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit, General Manager, Head of Sales and Marketing Division No.1, Civil Engineering Sales and Marketing Divisions Group, Civil Engineering Business Unit
Koichi Seki	Adviser	Managing Executive Officer, Executive of Civil Engineering Business Unit
Nario Yoshida	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of Building Construction Divisions Group, Building Construction Business Unit (Construction Engineering), Director of Penta-Ocean Museum	Managing Executive Officer, Executive of Building Construction Business Unit (Construction Engineering)
Naoki Kawanobe	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of Building Construction Divisions Group, Building Construction Business Unit	Managing Executive Officer, Executive of Building Construction Business Unit (M&E)

2. Major Changes in Organization (effective April 1, 2024)

-New establishment of the Civil Engineering M&E Divisions Group

The Company will newly establish the Civil Engineering M&E Divisions Group within the Civil Engineering Business Unit, to work on technological development, on-site implementation and DX promotion in the arena of Mechanical & Electrical Engineering for civil engineering projects, as well as to expand the fleet of work vessels and strengthen their operation management system.

-New establishment of the Project Division in the Hokuriku Branch

The Company will establish the Noto Office (in Nanao City) on March 1, and will newly establish the Project Division within the Hokuriku Branch (in Niigata City), in order to offer a swift response and to perform recovery operations following the Reiwa 6 Noto Peninsula Earthquake,

