

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

February 18, 2025

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 18, 2025, Penta-Ocean Construction Co.,Ltd. (hereinafter POC) 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, 2025)

Name	New Title	Current Title
Hiroto Baba	Managing Executive Officer, Executive of Building Construction Business Unit (Sales and Marketing)	Managing Executive Officer, Head of Tokyo Building Construction Branch
Masahito Tsuru	Managing Executive Officer, Executive of Civil Engineering Business Unit	Executive Officer, Head of Institute of Technology
Takeo Kanagawa	Executive Officer, Executive of Building Construction Business Unit (Urban Development)	Executive Officer, General Manager, Head of Business Development Division, Urban Development Divisions Group, Building Construction Business Unit, Executive of Building Construction Business Unit (Sales & Marketing)
Tomoko Sasaki	Executive Officer, Head of Sustainability Promotion Office	Executive Officer, Head of CSR Planning Office
Koji Ikushima	Executive Officer, Head of Tokyo Building Construction Branch	Executive Officer, Deputy Head of Tokyo Building Construction Branch

Takaaki Kumao	Executive Officer, Executive of Building Construction Business Unit (Architectural Design)	Executive General Manager, Deputy Head of Building Construction Divisions Group, Building Construction Business Unit (Architectural Design)
Akira Oono	Executive Officer, Executive of Building Construction Business Unit (Building Construction), General Manager, Head of Building Construction Planning Division, Building Construction Business Unit, General Manager, Head of Building Construction Division	Executive General Manager, Deputy Head of Building Construction Divisions Group, General Manager, Head of Building Construction Planning Division, Building Construction Business Unit, General Manager, Head of Building Construction Division
Yoichi Moriya	Executive Officer, Head of ICT Promotion Office, Executive of Civil Engineering Business Unit (Offshore Wind Construction)	Executive General Manager, Deputy Head of Offshore Wind Construction Business Divisions Group, Civil Engineering Business Unit, General Manager, Head of Floating Project Division, General Manager, Deputy Head of ICT Promotion Office
Satoshi Katsuta	Executive Officer, Executive of Civil Engineering Business Unit (Civil Engineering)	Executive General Manager, Deputy Head of Civil Engineering Divisions Group, Civil Engineering Business Unit, General Manager, Head of Civil Engineering Division
Yasuhiro Yakabe	Executive Officer, Head of Kyushu Branch	Deputy Head of Kyushu Branch, General Manager, Head of Sales and Marketing Division
Takahiro Kumagai	Head of Institute of Technology	Deputy Head of Institute of Technology
Sho Matsuyama	Senior Expert (Adviser Status), Head of Minami Kyushu Construction Office	Managing Executive Officer, Head of Minami Kyushu Construction Office

Masato Nakahashi	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of Building Construction Sales and Marketing Divisions Group	Managing Executive Officer, Executive of Building Construction Business Unit (Sales and Marketing)
Masami Ogura	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of Civil Engineering Divisions Group, Civil Engineering Business Unit (Assigned to Kyushu Branch)	Managing Executive Officer, Head of Kyushu Branch
Haruhiro Taguchi	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of International Civil Engineering Divisions Group, International Business Unit	Executive Officer, Executive of International Business Unit, Executive of Hong Kong Branch Office
Kazutaka Kanbayashi	Senior Expert (Adviser Status), Executive General Manager, Deputy Head of Building Construction Divisions Group, Building Construction Business Unit (Architectural Design)	Executive Officer, Executive of Building Construction Business Unit (Architectural Design)

2. Major Changes in Organization (effective as of April 1, 2025)

Name Change of Sustainability-related Divisions

To further clarify POC Group's commitment to promote sustainability management, we will change the name of the CSR Committee to the Sustainability Promotion Committee, the D & I Promotion Committee to the DE & I Promotion Committee, the CSR Planning Office to the Sustainability Promotion Office, and the International CSR Promotion Division of the International Business Unit to the International Sustainability Promotion Division.