



STANDARD
TOKYO

May 14, 2025

Company name: TENOX CORPORATION
President and Representative Director: Sunao Wakao
Securities code: 1905 (Standard market of Tokyo Stock Exchange)
Contact information: Takashi Horikiri, Director and General Manager of Management
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Notice of Organizational Changes and Changes in Directors, Executive Officers, and Key Personnel

We hereby announce that our Board of Directors has resolved at a meeting held on May 14, 2025, to change the organization and our Directors, Executive Officers, and key personnel as follows.

We intend to make the official decision on Director Candidates at the 55th Ordinary General Meeting of Shareholders—scheduled for June 27, 2025—and at the meeting of the Board of Directors to be held afterward.

Notice

1. Organizational Changes (Effective June 27, 2025)

(1) Restructure the Sales Headquarters, Construction Headquarters, and Technology Headquarters into the following four headquarters and one department.

- **Pile Business Headquarters**

Conducts general sales and construction for piling projects in the Greater Tokyo Area (Kanto region and Niigata Prefecture) and provides guidance for piling-related sales and construction throughout Japan.

The Civil Engineering Sales Department, Development Sales Department, Construction Divisions, and Tokyo Equipment Center will be located in this headquarters.

- **Greater Tokyo Area Business Headquarters**

Responsible for general sales and construction for projects other than piling projects in the Greater Tokyo Area (Kanto region and Niigata Prefecture).

The Construction Sales Department and Construction Division will be located in this headquarters.

- **Regional Business Headquarters**

Responsible for general sales and construction for projects throughout Japan, excluding Greater Tokyo Area.

All sales offices and branch offices will be located in this headquarters.

- **Construction Technology Headquarters**

Responsible for quality management for construction projects throughout Japan and improving related technology.

The Technology Department, Engineering Department, Safe Environment Department, and Business

Department, which are responsible for operations of the Technology Department that do not fall under the Development Department, will be located in this headquarters.

- Development Department

Development of new construction methods and products, which is the responsibility of the Technology Department, will be moved to this department.

(2) Restructuring of the Management Headquarters into a new Management Headquarters and Planning Department

- Planning Department

Will be moved out of the present Management Headquarters.

- Management Headquarters

The General Affairs Department and Accounting Department will be located in this headquarters.

(3) Other (Overseas Business)

- Overseas Department

Management of overseas business, which is the responsibility of the Development Sales Department, will be moved to this department.

2. Changes in Directors (excluding Directors who are Audit and Supervisory Committee Members)

(1) Candidates for appointment (effective June 27, 2025)

Name	New position	Current position
Atsushi Taniyama	Director, Executive Officer Management General Manager	Executive Officer Management Deputy General Manager and Accounting Manager
Masaya Sano	Director, Executive Officer Planning Manager	Executive Officer Planning Manager, Management Headquarters
Toru Kurokawa	Director, Executive Officer Pile Business General Manager and Civil Engineering Sales Manager	Executive Officer Construction Deputy General Manager, Construction First Division Manager and Pile Third Group Section Manager

(2) Candidates for reappointment (effective June 27, 2025)

Name	New position	Current position
Sunao Wakao	President and Representative Director	President and Representative Director Sales General Manager
Katsunori Takahashi	Director, Executive Officer Overseas Manager	Director, Executive Officer Special Appointive Officer to the President
Naoya Matayoshi	Director, Executive Officer in charge of development	Director, Executive Officer Construction General Manager

(3) Retiring Executive Officers (effective June 27, 2025)

Name	New position	Current position
Takashi Horikiri	Managing Executive Officer in charge of construction	Director, Managing Executive Officer Management General Manager
Katsuhisa Kodama	Executive Officer Greater Tokyo Area Business General Manager	Director, Executive Officer Sales Deputy General Manager

3. Changes to Executive Officers

(1) New Executive Officers (effective June 27, 2025)

Name	New position	Current position
Kazuyuki Sakamoto	Executive Officer Regional Business General Manager and Osaka Sales Office Manager	Osaka Sales Office Manager and Special Appointive Officer to the Sales Deputy General Manager Sales Headquarters
Yumenari Shimizu	Executive Officer General Director TENOX ASIA COMPANY LIMITED	Development Sales Department Manager treatment and Overseas Business Group Section Manager Sales Headquarters

4. Main personnel changes (effective June 27, 2025)

Name	New position	Current position
Kazuhiko Sugawara	Accounting Manager Management Headquarters	Accounting Deputy Manager Management Headquarters
Hideo Tominaga	Construction Manager Pile Business Headquarters	Pile First Group Section Manager Construction First Division Construction Headquarters
Atsushi Murayama	Development Manager	Technology and Development Group Section Manager Technology Manager Technology Headquarters
Takanori Aoyagi	Special Appointive Officer to the General Manager (responsible for Northern Japan) and Tohoku Sales Office Manager Regional Business Headquarters	Tohoku Sales Office Manager Sales Headquarters

Minor changes in titles, such as those related to changes in the name of headquarters the person belongs to accompanying organizational changes, are omitted.

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(Reference) Brief personal histories of the candidates for new Director positions

Name (Date of birth)	Personal history	Number of the Company's shares owned
Atsushi Taniyama (July 31, 1969)	<p>Apr. 1994 Joined the Company</p> <p>Apr. 2016 General Affairs Manager, Management Headquarters</p> <p>Apr. 2018 General Affairs Manager and Internal Auditing Office Manager</p> <p>Apr. 2019 General Affairs Manager</p> <p>Apr. 2020 Internal Auditing Office Manager</p> <p>Jan. 2022 General Affairs Manager, Management Headquarters</p> <p>Apr. 2024 Executive Officer, Management Deputy General Manager and Accounting Manager (current position)</p>	3,193 shares
Masaya Sano (August 10, 1964)	<p>Apr. 1988 Joined Mitsubishi Corporation</p> <p>Oct. 1999 Representative Director and Vice President, ASTILLAS EXPORTACIONES LTDA.</p> <p>Apr. 2013 General Manager of Timber Department of Mitsubishi Shoji Construction Materials Corporation</p> <p>Apr. 2019 General Manager Compliance, Internal Audit & Control Unit Food Industry Group CEO Office, Mitsubishi Corporation</p> <p>July 2024 Joined the Company Executive Officer and Planning Manager, Management Headquarters (current position)</p>	956 shares
Toru Kurokawa (September 28, 1973)	<p>Apr. 1997 Joined the Company</p> <p>Apr. 2019 Civil Engineering Sales Manager, Sales Headquarters</p> <p>Apr. 2022 Executive Officer, Construction First Division Manager, Construction Headquarters</p> <p>Apr. 2024 Executive Officer, Construction Deputy General Manager and Construction First Division Manager (current position)</p>	5,395 shares

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