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May 20, 2025

Name of company: DOWA HOLDINGS CO., LTD.
Name of representative: SEKIGUCHI Akira, president and representative director
(Securities code: 5714, Prime Market)
Inquiries: HOSONO Hiroyuki, director and general manager of Corporate Strategy Dept.
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Notice of Transfer of Representative Director and Personnel Transfer of Executives

DOWA HOLDINGS CO., LTD. hereby announce that at the meeting of board of directors held today, the transfer of representative director and the personnel transfer of executives were resolved as follows.

1. Transfer of representative director

(1) Reason for transfer

Change in management structure

(2) Content of transfer

Name	New position	Current position
YAMADA Masao	Adviser	Chairman and representative director

(3) Scheduled date of transfer

June 25, 2025

2. Personnel transfer of other executives

(1) Reason for transfer

We are expediting the decision-making process for the execution of business and are improving the management efficiency by adopting the executive officer system and by appointing the representative of each business company as executive officer. The executive structure will change as follows for the purpose of making more flexible and timely decision-making by clarifying the business execution function of DOWA HOLDINGS in the management environment which is rapidly changing.

(2) Content of transfer

Corporate auditor

Name	New position	Current position
FUKUZAWA Hajime	(Retired)	Corporate auditor (full-time)
KIMURA Ei	Corporate auditor (full-time)	Director and vice president, DOWA MANAGEMENT SERVICES CO., LTD.

Executive officer

Name	New position	Current position
SEKIGUCHI Akira	President and executive officer CEO*1	-
TOBITA Minoru	Vice president and executive officer CIRO*2	-
SUGAWARA Akira	Managing executive officer CTO*3	-
KATAGIRI Atsushi	Managing executive officer CHRO*4	-
HOSONO Hiroyuki	Managing executive officer CFO*5	-

*1 CEO: Chief Executive Officer

*2 CIRO: Chief Innovation & Risk Officer

*3 CTO: Chief Technical Officer

*4 CHRO: Chief Human Resources Officer

*5 CFO: Chief Financial Officer

The transfer of executives mentioned above is scheduled to be officially decided by resolution at the annual shareholders meeting and the meeting of board of directors scheduled to be held on June 25, 2025.

Exhibit Executive structure as of June 25, 2025

Title	Name	Commissioned as
Representative director President and executive officer CEO	SEKIGUCHI Akira	
Director Vice president and executive officer CIRO	TOBITA Minoru	Responsible for circular business innovation, Quality Assurance Dept. and Environment & Safety Dept.
Director Managing executive officer CTO	SUGAWARA Akira	Responsible for Business Innovation Research Dept. and Intellectual Property Dept.
Director Managing executive officer CHRO	KATAGIRI Atsushi	Responsible for Human Resources Dept. and General Affairs & Legal Dept.
Director Managing executive officer CFO	HOSONO Hiroyuki	Responsible for Corporate Strategy Dept., Accounting Dept. and Finance Dept.
Outside director	KOIZUMI Yoshiko	
Outside director	SATO Kimio	
Outside director	SHIBAYAMA Atsushi	
Outside director	YAMAGUCHI Junko	
Corporate auditor (full-time)	KIMURA Ei	
Corporate auditor (full-time)	TSUTSUMI Azusa	
Corporate auditor (part-time)	OBA Koichiro	
Corporate auditor (part-time)	KOMURO Shingo	
Executive officer	YANAI Yasuharu	President and representative director, DOWA ECO-SYSTEM CO., LTD.
Executive officer	FUKUDA Kensaku	President and representative director, DOWA METALS & MINING CO., LTD.
Executive officer	SUZUKI Takehiko	President and representative director, DOWA ELECTRONICS MATERIALS CO., LTD.
Executive officer	ONIOH Takashi	President and representative director, DOWA METALTECH CO., LTD.
Executive officer	KAGAWA Koki	President and representative director, DOWA THERMOTECH CO., LTD.
Executive officer	INOMATA Hirotoishi	President and representative director, DOWA TECHNOLOGY CO., LTD. Responsible for DX Promotion Dept.
Executive officer	WAKABAYASHI Eiichi	President and representative director, DOWA MANAGEMENT SERVICES CO., LTD. General manager of General Affairs & Legal Dept. and Secretarial Office