



July 14, 2025

Company name: Tokai Carbon Co., Ltd.
Representative: Hajime Nagasaka, President & CEO
(Stock Code: 5301 Prime Market, Tokyo Stock Exchange)
Contact: Akira Yamada, General Manager,
General Affairs Department
Telephone: +81-3-3746-5100

Notice on Changes in the Management

Tokai Carbon announce the following personnel changes.

(1) Changes in Member of the Board and Executive Officer

| New Position | Name | Current Position |
|--------------------------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------------------------|
| Member of the Board | | Member of the Board |
| Executive Officer | Takashi Masaki | Executive Officer |
| Chief Restructuring Officer | | General Manager, Smelting & Lining Division |
| Executive Officer Co-Chief Executive Officer, Tokai COBEX | Hideo Shin | Executive Officer General Manager, Fine Carbon Division |
| Executive Officer Special Technical Advisor, Tokai COBEX | Kazuyoshi Haino | Executive Officer President of Tokai Carbon U.S.A., Inc. President of MWI, Inc. President of KBR, Inc. |

Effective from July 21, 2025.

End of notice