The following statement is an English-language translation of the original Japanese-language document provided for your convenience.
In the event there is any discrepancy between the Japanese and English versions, the Japanese version is presumed to be correct.

February 12, 2025

To whom it may concern:

Company name: JGC HOLDINGS CORPORATION
Representative: Masayuki Sato
Representative Director, Chairman & CEO
(Code number: 1963, Stock Exchange: Tokyo)
Contact: Akihiro Yamagami
Manager, Corporate Communication Group
Strategic Planning Unit
Strategy Planning Office
(TEL: 81-45-682-8026)

Changes in Representative Directors, Directors, Auditors and Executive Officers of the Company and Its Consolidated Subsidiaries

JGC HOLDINGS CORPORATION ("company") hereby announces the following changes in representative directors, director and executive officers of the Company, with the decision made at the meeting of the Board of Directors held today (February 12, 2025) after deliberation by the Nominating Committee.

We also announce the change in directors, auditors and executive officers of our consolidated subsidiaries, as follows.

＜JGC HOLDINGS CORPORATION＞

I. Changes in Representative Directors (Effective April 1, 2025. Resignation effective March 31.)

New Title	Name	Current Title
Representative Director, Chairman, President and CEO	Masayuki Sato	Representative Director, Chairman and CEO
—	Tadashi Ishizuka	Representative Director, President and COO
Representative Director, Senior Executive Vice President and CFO	Kiyotaka Terajima	Member of the Board, Senior Executive Vice President and CFO

CEO：Chief Executive Officer　COO： Chief Operating Officer
CFO：Chief Financial Officer

＜Reasons for the Change＞

As announced today (February 12), Company has revised downward its consolidated earnings forecast for the fiscal year ending March 2025. This revision is due to deteriorating profitability forecasts for several ongoing overseas EPC projects. In light of this situation, Mr. Ishizuka has offered to resign as President and COO of Company, and Director of JGC Japan Corporation, effective the end of March 2025, due to the need to clarify management responsibility for the execution of EPC projects. The Nominating Committee and the Board of Directors have accepted his offer.

As the new management structure, Company's Board of Directors has made its decision that, effective April 1, Representative Director, Chairman, President and CEO Sato will oversee the overall management of the Group. Additionally, Member of the Board, Senior Executive Vice President and CFO Terajima will be newly appointed as Representative Director on April 1.

II. Changes in Director (Effective June 27, 2025)

1) Retirement

Current Title	Name	Title After Retirement
Outside Director	Shigeru Endo	－

III. Changes in Executive Officers (Effective April 1, 2025)

1) Promotion (Effective April 1, 2025)

New Title	Name	Current Title
Senior Executive Officer & CMO	Hiroyuki Morishima	Executive Officer & CMO

CMO：Chief Manufacturing Officer

2) New assignment

New Title	Name	Current Title
Executive Officer & TO	Tomohide Muraoka	Associate Executive Officer

TO：Technology Officer

＜JGC CORPORATION＞

I. Changes in Representative Directors (Effective April 1, 2025. Resignation effective March 31)

New Title	Name	Current Title
Representative Director, President	Shoji Yamada	Representative Director, Senior Executive Vice President
Member of the Board※, Advisor	Farhan Mujib	Representative Director, President

※ Resignation will take effect upon conclusion of JGC's annual general meeting scheduled for June 18, 2025."

II. Changes in Directors (The appointment of director is scheduled to be effective June 18, 2025, following the general shareholders' meeting)

1) New assignment

New Title	Name	Current Title
Member of the Board	Koji Sakurai	Senior Executive Officer※

※ Scheduled to be promoted to Senior Executive Vice President effective April 1, 2025

2) Retirement

Current Title	Name	Title After Retirement
Member of the Board※1, Advisor	Farhan Mujib	Advisor※2

※1 Scheduled to assume the position effective April 1, 2025

※2 Scheduled to resign effective the end of June 2025

III. Changes in Corporate Auditors (The appointment of corporate auditors is scheduled to be effective June 18, 2025, following its general shareholders' meeting.)

1) New assignment

New Title	Name	Current Title
Corporate Auditor	Shinichi Taguchi	Executive Officer, JGC HOLDINGS CORPORATION

2) Retirement

Current Title	Name	Title After Retirement
Corporate Auditor	Aya Yamazaki	Senior Advisor, JGC HOLDINGS CORPORATION

IV. Changes in Executive Officers

1) Promotion (Effective April 1, 2025)

New Title	Name	Current Title
Senior Executive Vice President	Koji Sakurai	Senior Executive Officer
Senior Executive Officer	Katsuki Yamamoto	Executive Officer
Senior Executive Officer	Masaru Saito	Executive Officer
Senior Executive Officer	Nobuyoshi Mizutani	Executive Officer

2) New assignment (Effective April 1, 2025)

New Title	Name	Current Title
Executive Officer	Hisayasu Kaji	Associate Executive Officer
Executive Officer	Yoshiaki Shigeno	Associate Executive Officer
Executive Officer	Tadaaki Miyata	Associate Executive Officer
Executive Officer	Shinichi Takano	Associate Executive Officer
Executive Officer	Takashi Shimatani	Associate Executive Officer

3) Retirement (Effective March 31, 2025)

Current Title	Name	Title After Retirement
Senior Executive Vice President	Terumitsu Hayashi	－

Senior Executive Vice President	Akira Kondo	Senior Fellow
Executive Officer	Fumio Sakamoto	Senior Fellow

＜JGC JAPAN CORPORATION＞

I. Changes in Directors (Scheduled to be decided at the extraordinary general meeting of shareholders of JGC Japan to be held in late March 2025 with position scheduled to be effective April 1, 2025)

1) New assignment

New Title	Name	Current Title
Member of the Board	Tomoyuki Igarashi	Associate Executive Officer; Associate Executive Officer, JGC HOLDINGS CORPORATION※

※ Scheduled to assume the position effective April 1, 2025

2) Retirement

Current Title	Name	Title After Retirement
Member of the Board	Tadashi Ishizuka	－

II. Changes in Corporate Auditors (Appointment of corporate auditors is scheduled to be effective June 18, 2025 following its general shareholders' meeting.)

1) New assignment

New Title	Name	Current Title
Corporate Auditor	Tsunehisa Koshimura	JGC HOLDINGS CORPORATION

2) Retirement

Current Title	Name	Title After Retirement
Corporate Auditor	Shinichi Taguchi	Executive Officer, JGC HOLDINGS CORPORATION

III. Changes in Executive Officers (Effective April 1, 2025)

1) Promotion

New Title	Name	Current Title
Executive Vice President	Toru Amemiya	Senior Executive Officer
Senior Executive Officer	Masanori Asakura	Executive Officer
Senior Executive Officer	Kenichiro Ogawa	Executive Officer

2) New assignment (Effective on April 1, 2025)

New Title	Name	Current Title
Executive Officer	Yoichi Katsuoka	Associate Executive Officer
Executive Officer	Naomi Hashimoto	Associate Executive Officer
Executive Officer	Naoki Yamase	Associate Executive Officer

＜JGC Corporate Solutions Co., Ltd.＞

I. Changes in Directors (Appointment of director is scheduled to be effective June 18, 2025 following its general shareholders' meeting.)

1) New assignment

New Title	Name	Current Title
Member of the Board	Yutaka Yamashita	Executive Officer※

※ Executive officer will be reappointed

＜JGC Catalysts and Chemicals Ltd.＞

I. Changes in Directors (Appointment of directors is scheduled to be effective mid-June 2025 following its general shareholders' meeting.)

1) New assignment

New Title	Name	Current Title
Director	Yoshiaki Higashihara	Executive Officer※
Director	Masaki Ishikawa	Member of the Board, Senior Executive Officer, JGC HOLDINGS CORPORATION

※ Executive officer will be reappointed.

2) Retirement

Current Title	Name	Title After Retirement
Director	Hitoshi Sato	Senior Fellow

II. Changes in Executive Officers (Appointment of executive officers is scheduled to be effective mid-June 2025 following the meeting of the board of directors after the general shareholders' meeting)

1) Promotion

New Title	Name	Current Title
Executive Vice President	Junichi Suzuki	Executive Officer
Senior Executive Officer	Ryo Muraguchi	Executive Officer

2) Retirement

Current Title	Name	Title After Retirement
Senior Executive Vice President	Hitoshi Sato	Senior Fellow

＜JAPAN NUS CO., LTD.＞

I. Changes in Directors (Appointment of director is scheduled to be effective mid-June 2025 following its general shareholders' meeting.)

1) New assignment

New Title	Name	Current Title
Director	Minoru Moriyama	Associate Executive Officer

2) Retirement

Current Title	Name	Tittle After Retirement
Director	Junko Sugaya	Technical Advisor

＜NIKKI BUSINESS SERVICES CO., LTD.＞

I. Changes in Representative Director (Appointment of representative director is scheduled to be effective mid-June 2025 following its general shareholders' meeting.)

New Title	Name	Current Title
Representative Director, President	Takehiko Hirose	Senior Advisor, JGC CORPORATION
－	Ryoichi Kado	Representative Director, President

＜Attachment＞

New Management Structure of JGC HOLDINGS CORPORATION and major subsidiaries

Attachment:

New Management Structure of JGC HOLDINGS CORPORATION and major subsidiaries

＜JGC HOLDINGS CORPORATION＞ 【New Management Structure as of April 1, 2025】

I. Directors

Representative Director, Chairman, President & CEO	Masayuki Sato
Representative Director	Kiyotaka Terajima
Member of the Board	Masaki Ishikawa
	Shoji Yamada
Outside Director	Shigeru Endo (Scheduled to resign upon conclusion of the Annual General Meeting to be held on June 27.)
	Masayuki Matsushima
	Noriko Yao
	Shinjiro Mishima
	Miku Hirano

CEO：Chief Executive Officer

II. Audit & Supervisory Board Members

Audit & Supervisory Board Member	Kazuyoshi Muto
	Akira Ninomiya
Audit & Supervisory Board Member (Outside Auditor)	Norio Takamatsu
	Kazuya Oki
	Norio Funayama

III. Executive Officers

Senior Executive Vice President & CFO	Kiyotaka Terajima
Executive Vice President & CHRO	Takuya Hanada
Executive Vice President & TCO	Masahiro Aika
Senior Executive Officer	Masaki Ishikawa
Senior Executive Officer & CMO	Hiroyuki Morishima
Executive Officer	Takeshi Kawasaki
Executive Officer & CTO	Yoshihiro Mizuguchi
Executive Officer & CIO	Akihito Sawaki

Executive Officer & CDO	Keiji Tanigawa
Executive Officer & General Counsel	Satoshi Kurata
Executive Officer	Shinya Miyake
Executive Officer	Shinichi Taguchi
Executive Officer & TO	Tomohide Muraoka

CFO：Chief Financial Officer
CHRO：Chief Human Resource Officer
TCO：Technology Commercialization Officer
CMO：Chief Manufacturing Officer
CTO：Chief Technology Officer
CIO：Chief Information Officer
CDO：Chief Digital Officer
TO：Technology Officer

＜**JGC CORPORATION**＞ 【New Management Structure as of April 1, 2025】

I. Directors

Representative Director	Shoji Yamada
Member of the Board	Koji Sakurai (Scheduled to take up position upon conclusion of the Annual General Meeting to be held on June 18)
	Farhan Mujib (Scheduled to resign upon conclusion of the Annual General Meeting to be held on June 18)
	Takuya Hanada
	Masaki Ishikawa

II. Corporate Auditors

Corporate Auditor	Kazuyoshi Muto
	Aya Yamazaki (Scheduled to resign upon conclusion of the Annual General Meeting to be held on June 18)
	Shinichi Taguchi (Scheduled to take up position upon conclusion of the Annual General Meeting to be held on June 18)

III. Executive Officers

President	Shoji Yamada
Senior Executive Vice President	Satoshi Sato
	Koji Sakurai
Senior Executive Officer	Keiji Nohira

	Takahiro Shimoota
	Hiroshi Komiyama
	Katsuki Yamamoto
	Masatu Saito
	Nobuyoshi Mizutani
Executive Officer	Moriyuki Aida
	Sten Jacobsson
	Syuichi Ogawa
	Takeshi Hashizume
	Kenji Ito
	Toshiyuki Karasawa
	Akira Sugiyama
	Yoshihiro Uchiyama
	Yasuharu Kimura
	Clyde Kaelin
	Hisayasu Kaji
	Yoshiaki Shigeno
	Shinichi Takano
	Takashi Shimatani

＜JGC JAPAN CORPORATION＞ 【New Management Structure as of April 1, 2025】

I. Directors

Representative Director	Yasuharu Yamaguchi
Member of the Board	Toru Amemiya
	Tomoyuki Igarashi

II. Corporate Auditors

Corporate Auditor	Akira Ninomiya
	Shinichi Taguchi (Scheduled to resign upon conclusion of Annual General Meeting to be held on June 18)
	Tsunehisa Koshimura (Scheduled to take up position upon conclusion of the Annual General Meeting to be held on June 18)

III. Executive Officers

President	Yasuharu Yamaguchi
Executive Vice President	Toru Amemiya
Senior Executive Officer	Masanori Asakura
	Kenichiro Ogawa
Executive Officer	Hiroshi Korematsu
	Masahiko Fujihara
	Takashi Imamura
	Masaya Ishikawa
	Koji Matsuura
	Hiroshi Shiozaki
	Yoichi Katsuoka
	Naomi Hashimoto
	Naoki Yamase

＜JGC Corporate Solutions Co., Ltd.＞

【New Management Structure after the general shareholders' meeting to be held on June 18】

I. Directors

Representative Director	Kiyotaka Terajima
Member of the Board	Yutaka Yamashita
	Akihito Sawaki
	Takuya Hanada
	Satoshi Kurata

II. Corporate Auditor

Corporate Auditor	Masatoshi Kuriyama

III. Executive Officers

Senior Executive Officer	Akihito Sawaki
Executive Officer	Yutaka Yamashita

＜JGC Catalysts and Chemicals Ltd.＞

【New Management Structure after the general shareholders' meeting to be held in mid-June】

I. Directors

Representative Director	Toshiharu Hirai
Director	Yoshiaki Higashihara
	Hiroyuki Morishima
	Masaki Ishikawa

II. Auditors

Auditor	Kohei Takamizuma
	Hirokatsu Uchida

III. Executive Officers

President	Toshiharu Hirai
Executive Vice President	Junichi Suzuki
Senior Executive Officer	Ryo Muraguchi
Executive Officer	Yoshiaki Higashihara
	Tatsuya Norimatsu
	Hisao Sakoda
	Takayuki Mogaki
	Mitsuru Nakai
	Yoichi Ishihara

＜**Japan Fine Ceramics Co., Ltd.**＞ (No Change)

I. Directors

Representative Director, President	Hiroshi Tanaka
Executive Vice President	Kazuhiro Saka
Director	Gen Tanabe
	Hiroyuki Morishima

II. Auditor

Auditor	Masatoshi Kuriyama

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