

(English Translation)

February 28, 2022

To whom it may concern ,

**IHI Corporation**  
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### Notice of Changes in Officers

IHI Corporation (hereafter “IHI”), hereby announces that the Board of Directors has resolved to change the following Officers to take effect from April 1, 2022 and the following candidates for the Directors who will be requested approval at the 205th Ordinary General Meeting of Shareholders to be held in late June of 2022.

#### I. Changes to Take Effect on April 1, 2022

##### 1. Changes on Representative Directors, Directors with Titles and Executive Officers with Titles

Name	New	Incumbent
Tomoharu SHIKINA	Director	Representative Director, Executive Vice President; Senior Executive Officer
Kazuki AWAI	Director	Director; Managing Executive Officer
Masataka IKEYAMA	Senior Executive Officer	Managing Executive Officer; General Manager of MEISEI PMI Office.
Koji TAKEDA	Managing Executive Officer; President of Resources, Energy & Environment Business Area	Executive Officer; President of Resources, Energy & Environment Business Area
Akihiro SEO	Managing Executive Officer; General Manager of Human Resources Division	Executive Officer; General Manager of Corporate Planning Division
Nobuhiko KUBOTA	Managing Executive Officer; General Manager of Technology & Intelligence Integration	Executive Officer; General Manager of Technology & Intelligence Integration
Tsuyoshi TSUCHIDA	Managing Executive Officer; General Manager of Corporate Planning Division	Executive Officer; Vice President of Industrial Systems & General-Purpose Machinery Business Area

##### 2. New Executive Officers

Name	New	Incumbent
Go MAEDA	Executive Officer; General Manager of Project Risk Management Division	General Manager of Project Risk Management Division
Shotaro TABATA	Executive Officer; Vice President of Industrial Systems & General-Purpose Machinery Business Area	President at IHI ASIA PACIFIC (Thailand) Co., Ltd.
Yoshikazu HAMADA	Executive Officer; General Manager of Legal Division	General Manager of Legal Division
Yasuaki FUKUMOTO	Executive Officer; General Manager of Finance & Accounting Division	General Manager of Finance & Accounting Division

Chie FUKUOKA	Executive Officer; General Manager of Corporate Communication Division	General Manager of Corporate Communication Division
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### 3. Retiring Executive Officers with Titles and Executive Officers

Name	New	Incumbent
Tomoharu SHIKINA	Director	Representative Director, Executive Vice President; Senior Executive Officer
Kazuki AWAI	Director	Director; Managing Executive Officer
Masato SHIDA	To be appointed as Advisor (Executive Fellow) in April	Executive Officer; General Manager of Human Resources Division

## II. Changes to Take Effect Late June, 2022

### 1. New Candidates for Director

Director	Masataka IKEYAMA
Director	Akihiro SEO
Director (Outside)	Toshihiro UCHIYAMA (Incumbent: Chairman of the Board of Directors, NSK Ltd.)

### 2. Director who Intend to Retire at the Conclusion of the 205th Ordinary General Meeting of Shareholders

Tomoharu SHIKINA	To be appointed as Advisor (Executive Fellow)
Kazuki AWAI	To be appointed as Advisor (Executive Fellow)
Kazuhiko ISHIMURA	—

### 3. Changes in Representative Director and Director with Titles

Name	Position After Late June, 2022	Position After April 1, 2022
Masataka IKEYAMA	Representative Director, Executive Vice President; Senior Executive Officer	Senior Executive Officer

<Note>

(1) The matters mentioned under II. 1 and 2 are to be resolved at the 205th Ordinary General Meeting of Shareholders. II. 3 is to be resolved at the Board of Directors meeting after the 205th Ordinary General Meeting of Shareholders.

Accordingly, IHI intends for the numbers of Directors, Audit & Supervisory Board Members and executive officers to be as follows:

- Directors: 12 members (of whom 4 are outside directors)
- Audit & Supervisory Board Members: 5 members (of whom 3 are outside Audit & Supervisory Board Members)
- Executive Officers: 22 members (of whom 7 will concurrently serve as Directors)

(2) Candidate for Director (Outside) Toshihiro UCHIYAMA is as follows.

(Attachment)

Candidate for Director (Outside)

Name:	Toshihiro UCHIYAMA	
Date of Birth:	November 28, 1958	
Brief Personal History:	Apr. 1981	Joined NSK Ltd.
	Jun. 2008	Vice President, Deputy Head of Corporate Planning Division HQ, NSK Ltd.
	Jun. 2009	Vice President, Head of Corporate Planning Division HQ, NSK Ltd.
	Jun. 2010	Senior Vice President, Head of Corporate Planning Division HQ, NSK Ltd.
	Jun. 2012	Director; Senior Vice President, Head of Corporate Planning Division HQ, NSK Ltd.
	Jun. 2013	Director; Representative, Executive Vice President, Head of Corporate Strategy Division HQ, NSK Ltd.
	Jun. 2015	Director; Representative, President, NSK Ltd.
	Jun. 2017	Director; Representative, President and CEO, NSK Ltd.
	Apr. 2021	Chairman of the Board of Directors, NSK Ltd.

(Incumbent)

Reasons for Nomination: Mr. Toshihiro Uchiyama has gained extensive experiences and broad insight as the leader of a precision machinery manufacturer through the implementation of measures adapted to changes in the business environment. IHI expects these qualities to be reflected in management, along with the monitor and supervision of functions from an independent perspective, ultimately reinforcing IHI's corporate governance.

Mr. Uchiyama satisfies the requirements for an independent officer under the regulations of the Tokyo Stock Exchange. IHI plans to notify the Tokyo Stock Exchange that Mr. Uchiyama is an independent director.