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March 10, 2026

Company name: Toho Zinc Co., Ltd
 Representative ITO Masahito, President and
 Representative Director
 (Securities code: 5707)
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 Executive Officer
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Changes in Directors and Executive Officers and New Management Structure

We would like to inform you that at the meeting of the Board of Directors held on March 9, 2026, our company resolved the changes in Directors and Executive Officers effective April 1, 2026, as well as the new executive management structure, as follows.

1. Changes in Directors

i. Change in Responsibilities

Name	New Position	Current Position
SATO Yoshikazu	Director Managing Executive Officer CRO and CLO*	Director Managing Executive Officer CRO and Corporate Strategy & Planning Department

*Chief Logistics Officer

2. Changes in Executive Officers

i. Executive Officers to be Promoted

Name	New Position	Current Position
HASHIDA Yukihiro	Executive Officer Resource Recovery & Environmental Solutions Division	Metal & Recycling Business Division
MORIYA Akihiro	Executive Officer CDIO	CDO and CIO

ii. Change in Responsibilities

Name	New Position	Current Position
MORITA Eiji	Managing Executive Officer CTO, Technology Management Department and Smelting Technology Department	Managing Executive Officer Metal & Recycling Business Division

NIKI Takemasa	Managing Executive Officer CFO, General Affairs Officer and CBH Resources Pty Ltd. Director	Managing Executive Officer CFO, Administration Division, Information System Department and CBH Resources Pty Ltd. Director
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TAKAHASHI Koji	Managing Executive Officer Smelting & Metals Division	Managing Executive Officer Metal & Recycling Business Division and Annaka Smelter and Refinery
TAKAHASHI Hiroshi	Executive Officer Annaka Smelter and Refinery	Executive Officer General Affairs Division and Secretarial Office
SERI Koichi	Executive Officer Electronic Components & Functional Materials Division and CBH Resources Pty Ltd. Director	Executive Officer Electronic Components & Advanced Material Business Division and CBH Resources Pty Ltd. Director

3. New Management Structure

Directors

Representative Director President	ITO Masahito	
Director Managing Executive Officer	SATO Yoshikazu	CRO and CLO
Director	WASHIZU Yutaka	(Outside Director)
Director	INDO Toru	(Outside Director)
Director	TANAKA Koji	(Outside Director)
Director	MIYAMOTO Hiroyuki	(Outside Director)
Director	AONO Takeshi	Audit & Supervisory Committee Member (Outside Director)
Director	NAKAGAWA Yukiko	Audit & Supervisory Committee Member (Outside Director)
Director	IIZUKA Shigeru	Audit & Supervisory Committee Member (Outside Director)

Executive Officer

Managing Executive Officer	MORITA Eiji	CTO, Technology Management Department and Smelting Technology Department
Managing Executive Officer	NIKI Takemasa	CFO, General Affairs Officer and CBH Resources Pty Ltd. Director
Managing Executive Officer	TAKAHASHI Koji	Smelting & Metals Division
Executive Officer	YAMAZAKI Kouichi	Toho Chigirishima Refinery Co., Ltd. President
Executive Officer	TAKAHASHI Hiroshi	Annaka Smelter and Refinery
Executive Officer	SERI Koichi	Electronic Components & Functional Materials Division and CBH Resources Pty Ltd. Director
Executive Officer	HASHIDA Yukihiro	Resource Recovery & Environmental Solutions Division
Executive Officer	MORIYA Akihiro	CDIO