



October 10, 2025

Company name:	Tokyo Metro Co., Ltd.
Name of Representative:	Akihiro Kosaka President and Chief Executive Officer (Securities code: 9023; TSE Prime Market)
Contact:	Kohei Kurosawa Head of Investor Relations Office

Notice Concerning Change (Resignation) of Director

Tokyo Metro Co., Ltd. (the “Company”) hereby announces a director of the Company has changed (resigned) as of October 10, 2025, as set forth below.

1. Changed (Resigned) Director
Akiyoshi Yamamura, Director

2. Reason for Change

In August 2025, an internal report was made to the internal reporting desk for officers, etc. (executives, executive officers, and advisors) of the Company, stating that Mr. Akiyoshi Yamamura, Director (“Mr. Yamamura”), had engaged in inappropriate behavior towards an employee of the Company. Upon receipt of this internal report, the Company had outside attorneys, who were commissioned by the Audit & Supervisory Board in accordance with internal rules, conduct an investigation, and it received a report confirming that the content of the internal report was true.

During the course of the investigation, Mr. Yamamura took his responsibility seriously and, out of deep remorse for all stakeholders and the officers and employees of the Company, expressed his intention to resign as director.

Given such circumstances, the Nomination and Compensation Committee, the majority of whose members are independent outside Directors, deliberated on this matter and also concluded that it was appropriate for Mr. Yamamura to resign from his position. Based on this, at the meeting of its board of directors held today, the Company determined to accept Mr. Yamamura’s resignation letter. Additionally, the Company will implement the return of all stock compensation granted to Mr. Yamamura.

3. Others

In response to this matter, Akihiro Kosaka, President and Chief Executive Officer, will voluntarily return 20% of his monthly compensation for two months, and Atsushi Uehara, Vice President and Representative Director and Chief Compliance and Risk Management Officer, will voluntarily return 10% of his monthly compensation for two months.

It is truly regrettable that an individual in a position to set an example in respecting human rights and ensuring compliance engaged in inappropriate behavior, and the Company deeply apologizes for the inconvenience and concerns caused to stakeholders of the Company.

The Company solemnly accepts this matter, and will devise measures to prevent recurrence, thereby further strengthening its compliance system.

End