

February 13, 2025
Nippon Steel Corporation

Notice of Changes in Board Members and Officers

This is to announce that, at the meeting of the Board of Directors held today, (i) the candidates for members of the Board of Directors (excluding directors who are Audit & Supervisory Committee Members) to be submitted to the 101st Annual Meeting of Shareholders scheduled to be held in late June 2025 were decided. Also, (ii) (x) the appointment of members of the Board of Directors with titles, (y) the appointment of Representative Directors, and (z) division of business responsibilities and delegation of office for Vice Chairman and Executive Vice President, and Executive Vice Presidents that will be members of the Board of Directors, each of which will be officially resolved at the meeting of the Board of Directors to be held immediately after the Annual Meeting of Shareholders, were decided.

Furthermore, it was resolved to undertake the following matters effective as of April 1: (i) changes in division of business responsibilities and delegation of office for Vice Chairman and Executive Vice President, Executive Vice Presidents and Director that will be members of the Board of Directors, and (ii) (x) the appointment of Executive Vice Presidents, Senior Managing Executive Officer, Managing Executive Officers and Executive Officers, and (y) the division of business responsibilities and delegation of office for Executive Vice Presidents, Senior Managing Executive Officer, Managing Executive Officers and Executive Officers.

I. Candidates for members of the Board of Directors (excluding directors who are Audit & Supervisory Committee Members) to be submitted to the 101st Annual Meeting of Shareholders (scheduled to be held in late June 2025)

(The appointment of members of the Board of Directors with titles, the appointment of Representative Directors, and the division of business responsibilities and delegation of office for Vice Chairman and Executive Vice President, and Executive Vice Presidents that will be members of the Board of Directors will be officially resolved at the meeting of the Board of Directors to take place immediately after the 101st Annual Meeting of Shareholders.)

Name	Title (planned)	Division of Business Responsibilities and Delegation of Office (planned)
Eiji HASHIMOTO	Representative Director, Chairman and CEO	
Tadashi IMAI	Representative Director, President and COO	
Takahiro MORI	Representative Director, Vice Chairman and Executive Vice President	<ul style="list-style-type: none"> • Rendering assistance to Chairman and CEO, and cooperating with President and COO on large-scale overseas projects • Head of Global Business Development; Project Leader, India Project, Global Business Development Sector; Project Leader, USS Project • Accounting & Finance; Overseas Offices (including locally incorporated companies) Cooperating with Executive Vice President H. Funakoshi on Accounting & Finance and IR concerning Corporate Communications
Naoki SATO	Representative Director and Executive Vice President	<ul style="list-style-type: none"> • Digital Innovation; Information & Communication Technology; Plant Engineering and Facility Management; Plant/Machinery Engineering & Construction Management; • Deputy Project Leader, India Project, Global Business Development Sector; Deputy Project Leader, Thai Steel Project, Global Business Development Sector; Deputy Project Leader, USS Project • Cooperating with Executive Vice President T. Mori on Technology and Facilities concerning Global Business Development
Takashi HIROSE	Representative Director and Executive Vice President	<ul style="list-style-type: none"> • Marketing Administration & Planning; Transportation & Logistics; Project Development; Raw Materials; Raw Materials Business Development; Steel Scrap, HBI & Pig Iron General Planning; Machinery & Materials Procurement; Steel Products Units; Domestic Office and Branches • Deputy Project Leader, Next-Generation Hot Strip Mill Project • Cooperating with Executive Vice President T. Mori on Overseas Offices (including locally incorporated companies)

Hirofumi FUNAKOSHI	Representative Director and Executive Vice President	<ul style="list-style-type: none"> • Corporate Planning; Group Companies Planning; General Administration; Corporate Communications; Legal; Internal Control & Audit; Human Resources; Environmental Planning; Policy issues concerning Green Transformation Development; Business Transformation Project
Hiroyuki MINATO	Representative Director and Executive Vice President	<ul style="list-style-type: none"> • Intellectual Property; Safety, Environment & Plant Safety; Technical Administration & Planning; Quality Management; Ironmaking Technology; Steelmaking Technology; Energy Technology; Slag, Cement & Resource Recycling; Technical issues concerning Green Transformation Development • Project Leader, Electric Furnace Project Project Leader, Next-Generation Hot Strip Mill Project; • Cooperating with Executive Vice President H. Funakoshi on Production & Facilities Planning concerning Corporate Planning • Cooperating with Executive Vice President T. Hirose on Transportation & Logistics Technology • Cooperating with Executive Vice President T. Hirose on Steel Scrap, HBI & Pig Iron General Planning • Cooperating with Executive Vice President T. Hirose on Steel Products Units
* Nobuhiro FUJITA	Representative Director and Executive Vice President	<ul style="list-style-type: none"> • Head of Research and Development • Cooperating with Executive Vice President H. Minato on Green Transformation Development
Tetsuro TOMITA	Director, Member of the Board	
Kuniko URANO	Director, Member of the Board	

Notes:

- Asterisk (*) indicates a new candidate for the member of the Board of Directors.
- Mr. Tetsuro TOMITA and Ms. Kuniko URANO meet the requirements of an outside director as set forth in Article 2, Item 15 of the Companies Act.

II. Changes in the division of business responsibilities and delegation of office for Vice Chairman and Executive Vice President, Executive Vice Presidents and Directors that will be members of the Board of Director, the appointment of Executive Vice Presidents, Senior Managing Executive Officer, Managing Executive Officers and Executive Officers, and the division of business responsibilities and delegation of office for Executive Vice Presidents, Senior Managing Executive Officer, Managing Executive Officers and Executive Officers as of April 1

< Management Structure as of April 1, 2025 >

Representative Director, Chairman and CEO

Eiji HASHIMOTO

Representative Director, President and COO

Tadashi IMAI

Representative Director, Vice Chairman and Executive Vice President

Takahiro MORI

- Rendering assistance to Chairman and CEO, and cooperating with President and COO on large-scale overseas projects
- Head of Global Business Development; Project Leader, India Project, Global Business Development Sector; Project Leader, USS Project
- Accounting & Finance; Overseas Offices (including locally incorporated companies)
- Cooperating with Executive Vice President H. Funakoshi on Accounting & Finance and IR concerning Corporate Communications

Representative Directors and Executive Vice Presidents

Naoki SATO

- Digital Innovation; Information & Communication Technology; Plant Engineering and Facility Management; Plant/Machinery Engineering & Construction Management;
- Deputy Project Leader, India Project, Global Business Development Sector; Deputy Project Leader, Thai Steel Project, Global Business Development Sector; Deputy Project Leader, USS Project
- Cooperating with Executive Vice President T. Mori on Technology and Facilities concerning Global Business Development

Takashi HIROSE

- Marketing Administration & Planning; Transportation & Logistics; Project Development; Raw Materials; Raw Materials Business Development; Steel Scrap, HBI & Pig Iron General Planning; Machinery & Materials Procurement; Steel Products Units; Domestic Office and Branches
- Deputy Project Leader, Next-Generation Hot Strip Mill Project
- Cooperating with Executive Vice President T. Mori on Overseas Offices (including locally incorporated companies)

Hirofumi FUNAKOSHI

- Corporate Planning; Group Companies Planning; General Administration; Corporate Communications; Legal; Internal Control & Audit; Human Resources; Environmental Planning; Policy issues concerning Green Transformation Development; Business Transformation Project

Hiroyuki MINATO

- Intellectual Property; Safety, Environment & Plant Safety; Technical Administration & Planning; Quality Management; Ironmaking Technology; Steelmaking Technology; Energy Technology; Slag, Cement & Resource Recycling; Technical issues concerning Green Transformation Development
- Project Leader, Electric Furnace Project
Project Leader, Next-Generation Hot Strip Mill Project;
- Cooperating with Executive Vice President H. Funakoshi on Production & Facilities Planning concerning Corporate Planning
- Cooperating with Executive Vice President T. Hirose on Transportation & Logistics Technology
- Cooperating with Executive Vice President T. Hirose on Steel Scrap, HBI & Pig Iron General Planning
- Cooperating with Executive Vice President T. Hirose on Steel Products Units

Directors, Members of the Board

Kazuhisa FUKUDA

- Advisor to the President

Tetsuro TOMITA

Kuniko URANO

Notes:

Mr. Tetsuro TOMITA and Ms. Kuniko URANO meet the requirements of an outside director as set forth in Article 2, Item 15 of the Companies Act.

Executive Vice Presidents

Yuji NOMIYAMA

- Head of Works, East Nippon Works
-

Nobuhiro FUJITA

- Head of Research and Development
- Cooperating with Executive Vice President H. Minato on Green Transformation Development

Persons in italics: newly appointed as Executive Vice President

Senior Managing Executive Officer and Managing Executive Officers

[Senior Managing Executive Officer]

Ichiro SATO

- Vice Head of Global Business Development; Head of Division, Global Business Development Division-I, Global Business Development Sector; Project Leader, CSVC Project, Global Business Development Sector; Project Leader, WINSteel Project, Global Business Development Sector; Deputy Project Leader, India Project, Global Business Development Sector; Project Leader, Thai Steel Project, Global Business Development Sector; Deputy Project Leader, USS Project
- Overseas Offices (including locally incorporated companies)
- Cooperating with Head of Unit, Flat Products Unit on CSVC Project and WINSteel Project

[Managing Executive Officers]

- | | |
|--------------------|--|
| Takahiko IWAI | <ul style="list-style-type: none">• Accounting & Finance• Rendering assistance to Executive Vice President T. Mori on Global Business Development• Rendering assistance to Executive Vice President T. Mori on Corporate Communications |
| Takeshi IMAI | <ul style="list-style-type: none">• Head of Works, Setouchi Works |
| Hidenori OGAWA | <ul style="list-style-type: none">• Head of Works, Kansai Works |
| Masashi KISHIMOTO | <ul style="list-style-type: none">• Head of Works, North Nippon Works |
| Noriyuki HIRAMITSU | <ul style="list-style-type: none">• Head of Works, Nagoya Works |
| Eiji ORIHASHI | <ul style="list-style-type: none">• Head of Green Transformation Development; Deputy Project Leader, USS Project
Deputy Project Leader, Electric Furnace Project;• Rendering assistance to Executive Vice President H. Funakoshi on Production & Facilities Planning concerning Corporate Planning• Rendering assistance to Executive Vice President N. Fujita on Corporate Planning in R & D• Cooperating with Managing Executive Officer R. Nagai on Steel Scrap, HBI & Pig Iron General Planning |
| Satoru ENDO | <ul style="list-style-type: none">• Head of Unit, Flat Products Unit;• Marketing Administration & Planning; Transportation & Logistics• Cooperating with Managing Executive Officer H. Naito on Business Transformation Project• |
| Masahiro NAKATA | <ul style="list-style-type: none">• Head of Works, Kyushu Works;
Deputy Project Leader, Electric Furnace Project |
| Tsuyoshi HARADA | <ul style="list-style-type: none">• Legal; Legal in Intellectual Property• Rendering assistance to Executive Vice President T. Mori on Global Business Development |
| Nobuo OKOCHI | <ul style="list-style-type: none">• Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development in Southeast Asia excluding Thailand, India, Middle east and Africa and Overseas Offices (including locally incorporated companies) in Southeast Asia excluding Thailand, India, and Middle east. |
| Kenichi ONODA | <ul style="list-style-type: none">• Head of Unit, Railway, Automotive & Machinery Parts Unit |
| Hiroshi ONO | <ul style="list-style-type: none">• Project Leader, USIMINAS Project, Global Business Development Sector• Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development and Overseas Offices (including locally incorporated companies) in the Americas |

- Hiroto SONODA
 - Head of Unit, Plate & Construction Products Unit;
 - Head of Unit, Bar & Wire Rod Unit
- Masashi IMOTO
 - Cooperating with Senior Managing Executive Officer I. Sato on USS Project
- Ryuichi NAGAI
 - Head of Unit, Pipe & Tube Unit
 - Raw Materials; Raw Materials Business Development; Steel Scrap, HBI & Pig Iron General Planning; Machinery & Materials Procurement
- Hiroto NAITOH
 - Corporate Planning; Group Companies Planning; Human Resources
 - Project Leader, Business Transformation Project
 - Cooperating with Head of Green Transformation Development on Green Transformation Development
- Shigekazu IWAMOTO
 - Head of Division, Global Business Development Division-II, Global Business Development Sector
 - Cooperating with Senior Managing Executive Officer I. Sato on USS Project
- Hideki OGAWA*
 - Managing matters relating to NS-Siam United Steel Co. Ltd. on Global Business Development
 - Managing matters relating to G STEEL PUBLIC COMPANY LIMITED on Global Business Development
 - Managing matters relating to G J STEEL PUBLIC COMPANY LIMITED on Global Business Development
 - Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development and Overseas Offices (including locally incorporated companies) in Thailand

Persons in italics: newly appointed as Managing Executive Officer

Executive Officers

- Akihiko KOJIMA
 - Advisor to the President
- Ken ITO
 - Head of Division, Technical Administration & Planning Division
 - Rendering assistance to Executive Vice President N. Sato on India Project, Global Business Development Sector
 - Rendering assistance to Managing Executive Officer S. Endo on Transportation & Logistics Technology
 - Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project
- Kohji MIZOGUCHI
 - Head of Division, Flat Products Technology Division, Flat Products Unit; Project Leader, JCAPCPL Project, Global Business Development Sector;
 - Cooperating with Head of Division, Technical Administration & Planning Division on Hot Rolling Technology
- Kentaro WAKAMATSU
 - Head of Division, Digital Innovation Division; Deputy Project Leader, Business Transformation Project
 - Information & Communication Technology

- Masato KOBAYASHI
- Head of Division, Bar & Wire Rod Technology Division, Bar & Wire Rod Unit
- Tadamitsu MIYOSHI
- Head of Division, Human Resources Division
 - Cooperating with Head of Division, Safety, Environment & Plant Safety Division on Safety
 - Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project
- Keiji TANAKA
- Head of Center, Plant Engineering and Facility Management Center
 - Rendering assistance to Executive Vice President N. Sato on India Project, Global Business Development Sector
 - Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project
- Yasushi KURITA
- Vice Head of Works, Kyushu Works (Representative of Oita Area)
- Yasunari SHIGETA
- Head of Division, Electrical Steel Sheet Division, Flat Products Unit
 - Rendering assistance to Head of Unit, Flat Products Unit on Flat Products
- Akihiro UENISHI
- Head of Division, R & D Planning Division, R & D Laboratories
- Shigeaki TANAKA
- Environmental Planning
 - Rendering assistance to Head of Green Transformation Development on Green Transformation Development
- Tomomitsu INADA
- Rendering assistance to Executive Vice President N. Sato on USS Project
- Hideyuki HAYASHI
- Head of Center, Plant/Machinery Engineering & Construction Management Center
- Akira KUBOTA
- Head of Division, Flat Products, Rail & Shape Global Marketing Division, Flat Products Unit;
 - Rendering assistance to Head of Unit, Flat Products Unit on Flat Products
- Kazunori YASUMITSU
- Vice Head of Works, East Nippon Works (Representative of Kashima Area)
- Takeshi YAMANE
- Head of Division, General Administration Division
 - Corporate Communications
 - Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project
- Yosuke SAKAI*
- Head of Unit, Stainless Steel Unit

Yutaka AKASE

- Head of Division, Safety, Environment & Plant Safety Division
- Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project

Satoru IKEDA

- Head of Division, Accounting & Finance Division
- Rendering assistance to Executive Vice President T. Mori on Corporate Communications
- Cooperating with Executive Officer K. Wakamatsu on Business Transformation Project

Persons in italics: newly appointed as Executive Officer

Reference 1:

Expected management structure as of the date of the 101st Annual Meeting of Shareholders scheduled to be held in late June 2025 (at the time of completion of the meeting of the Board of Directors to be held immediately after the annual meeting of shareholders)

Representative Director, Chairman and CEO

Eiji HASHIMOTO

Representative Director, President and COO

Tadashi IMAI

Representative Director, Vice Chairman and Executive Vice President

Takahiro MORI

- Rendering assistance to Chairman and CEO, and cooperating with President and COO on large-scale overseas projects
- Head of Global Business Development; Project Leader, India Project, Global Business Development Sector; Project Leader, USS Project
- Accounting & Finance; Overseas Offices (including locally incorporated companies)
- Cooperating with Executive Vice President H. Funakoshi on Accounting & Finance and IR concerning Corporate Communications

Representative Directors and Executive Vice Presidents

Naoki SATO

- Digital Innovation; Information & Communication Technology; Plant Engineering and Facility Management; Plant/Machinery Engineering & Construction Management;
- Deputy Project Leader, India Project, Global Business Development Sector; Deputy Project Leader, Thai Steel Project, Global Business Development Sector; Deputy Project Leader, USS Project
- Cooperating with Executive Vice President T. Mori on Technology and Facilities concerning Global Business Development

- Takashi HIROSE
- Marketing Administration & Planning; Transportation & Logistics; Project Development; Raw Materials; Raw Materials Business Development; Steel Scrap, HBI & Pig Iron General Planning; Machinery & Materials Procurement; Steel Products Units; Domestic Office and Branches
 - Deputy Project Leader, Next-Generation Hot Strip Mill Project
 - Cooperating with Executive Vice President T. Mori on Overseas Offices (including locally incorporated companies)
- Hirofumi FUNAKOSHI
- Corporate Planning; Group Companies Planning; General Administration; Corporate Communications; Legal; Internal Control & Audit; Human Resources; Environmental Planning; Policy issues concerning Green Transformation Development; Business Transformation Project
- Hiroyuki MINATO
- Intellectual Property; Safety, Environment & Plant Safety; Technical Administration & Planning; Quality Management; Ironmaking Technology; Steelmaking Technology; Energy Technology; Slag, Cement & Resource Recycling; Technical issues concerning Green Transformation Development
 - Project Leader, Electric Furnace Project
Project Leader, Next-Generation Hot Strip Mill Project;
 - Cooperating with Executive Vice President H. Funakoshi on Production & Facilities Planning concerning Corporate Planning
 - Cooperating with Executive Vice President T. Hirose on Transportation & Logistics Technology
 - Cooperating with Executive Vice President T. Hirose on Steel Scrap, HBI & Pig Iron General Planning
 - Cooperating with Executive Vice President T. Hirose on Steel Products Units
- Nobuhiro FUJITA
- Head of Research and Development
 - Cooperating with Executive Vice President H. Minato on Green Transformation Development

Directors, Members of the Board

Tetsuro TOMITA

Kuniko URANO

Note:

- Mr. Tetsuro TOMITA and Ms. Kuniko URANO meet the requirements of an outside director as set forth in Article 2, Item 15 of the Companies Act.

Directors, Members of the Board who are Audit & Supervisory Committee Members

(Senior Audit & Supervisory Committee Members)

Kazumasa SHINKAI

Eiji SOGOH

Directors, Members of the Board who are Audit & Supervisory Committee Members

(Audit & Supervisory Committee Members)

Kenji HIRAMATSU

Aiko SEKINE

Sumiko TAKEUCHI

Note:

- Mr. Kenji HIRAMATSU, Ms. Aiko SEKINE, and Ms. Sumiko TAKEUCHI meet the requirements of an outside director as set forth in Article 2, Item 15 of the Companies Act.

Executive Vice President

- Yuji NOMIYAMA • Head of Works, East Nippon Works

Senior Managing Executive Officer and Managing Executive Officers

[Senior Managing Executive Officer]

- Ichiro SATO • Vice Head of Global Business Development; Head of Division, Global Business Development Division-I, Global Business Development Sector; Project Leader, CSVC Project, Global Business Development Sector; Project Leader, WINSteel Project, Global Business Development Sector; Deputy Project Leader, India Project, Global Business Development Sector; Project Leader, Thai Steel Project, Global Business Development Sector; Deputy Project Leader, USS Project
- Overseas Offices (including locally incorporated companies)
 - Cooperating with Head of Unit, Flat Products Unit on CSVC Project and WINSteel Project

[Managing Executive Officers]

- Takahiko IWAI • Accounting & Finance
- Rendering assistance to Executive Vice President T. Mori on Global Business Development
 - Rendering assistance to Executive Vice President T. Mori on Corporate Communications
- Takeshi IMAI • Head of Works, Setouchi Works
- Hidenori OGAWA • Head of Works, Kansai Works
- Masashi KISHIMOTO • Head of Works, North Nippon Works
- Noriyuki HIRAMITSU • Head of Works, Nagoya Works
- Eiji ORIHASHI • Head of Green Transformation Development; Deputy Project Leader, USS Project; Deputy Project Leader, Electric Furnace Project;
- Rendering assistance to Executive Vice President H. Funakoshi on Production & Facilities Planning concerning Corporate Planning
 - Rendering assistance to Executive Vice President N. Fujita on Corporate Planning in R & D
 - Cooperating with Managing Executive Officer R. Nagai on Steel Scrap, HBI & Pig Iron General Planning

- Satoru ENDO
- Head of Unit, Flat Products Unit;
 - Marketing Administration & Planning; Transportation & Logistics
 - Cooperating with Managing Executive Officer H. Naito on Business Transformation Project
- Masahiro NAKATA
- Head of Works, Kyushu Works;
Deputy Project Leader, Electric Furnace Project
- Tsuyoshi HARADA
- Legal; Legal in Intellectual Property
 - Rendering assistance to Executive Vice President T. Mori on Global Business Development
- Nobuo OKOCHI
- Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development in Southeast Asia excluding Thailand, India, Middle east and Africa and Overseas Offices (including locally incorporated companies) in Southeast Asia excluding Thailand, India, and Middle east.
- Kenichi ONODA
- Head of Unit, Railway, Automotive & Machinery Parts Unit
- Hiroshi ONO
- Project Leader, USIMINAS Project, Global Business Development Sector
 - Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development and Overseas Offices (including locally incorporated companies) in the Americas
- Hiroto SONODA
- Head of Unit, Plate & Construction Products Unit;
Head of Unit, Bar & Wire Rod Unit
- Masashi IMOTO
- Cooperating with Senior Managing Executive Officer I. Sato on USS Project
- Ryuichi NAGAI
- Head of Unit, Pipe & Tube Unit
 - Raw Materials; Raw Materials Business Development; Steel Scrap, HBI & Pig Iron General Planning; Machinery & Materials Procurement
- Hiroto NAITOH
- Corporate Planning; Group Companies Planning; Human Resources
 - Project Leader, Business Transformation Project
 - Cooperating with Head of Green Transformation Development on Green Transformation Development
- Shigekazu IWAMOTO
- Head of Division, Global Business Development Division-II, Global Business Development Sector
 - Cooperating with Senior Managing Executive Officer I. Sato on USS Project

- Hideki OGAWA
- Managing matters relating to NS-Siam United Steel Co. Ltd. on Global Business Development
 - Managing matters relating to G STEEL PUBLIC COMPANY LIMITED on Global Business Development
 - Managing matters relating to G J STEEL PUBLIC COMPANY LIMITED on Global Business Development
 - Cooperating with Senior Managing Executive Officer I. Sato on Global Business Development and Overseas Offices (including locally incorporated companies) in the Thailand

Executive Officers

- Ken ITO
- Head of Division, Technical Administration & Planning Division
 - Rendering assistance to Executive Vice President N. Sato on India Project, Global Business Development Sector
 - Rendering assistance to Managing Executive Officer S. Endo on Transportation & Logistics Technology
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project
- Kohji MIZOGUCHI
- Head of Division, Flat Products Technology Division, Flat Products Unit; Project Leader, JCAPCPL Project, Global Business Development Sector;
 - Cooperating with Head of Division, Technical Administration & Planning Division on Hot Rolling Technology
- Kentaro WAKAMATSU
- Head of Division, Digital Innovation Division
 - Deputy Project Leader, Business Transformation Project
 - Information & Communication Technology
- Masato KOBAYASHI
- Head of Division, Bar & Wire Rod Technology Division, Bar & Wire Rod Unit
- Tadamitsu MIYOSHI
- Head of Division, Human Resources Division
 - Cooperating with Head of Division, Safety, Environment & Plant Safety Division on Safety
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project
- Keiji TANAKA
- Head of Center, Plant Engineering and Facility Management Center
 - Rendering assistance to Executive Vice President N. Sato on India Project, Global Business Development Sector
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project
- Yasushi KURITA
- Vice Head of Works, Kyushu Works (Representative of Oita Area)
- Yasunari SHIGETA
- Head of Division, Electrical Steel Sheet Division, Flat Products Unit
 - Rendering assistance to Head of Unit, Flat Products Unit on Flat Products
- Akihiro UENISHI
- Head of Division, R & D Planning Division, R & D Laboratories

- Shigeaki TANAKA
 - Environmental Planning
 - Rendering assistance to Head of Green Transformation Development on Green Transformation Development
- Tomomitsu INADA
 - Rendering assistance to Executive Vice President N. Sato on USS Project
- Hideyuki HAYASHI
 - Head of Center, Plant/Machinery Engineering & Construction Management Center
- Akira KUBOTA
 - Head of Division, Flat Products, Rail & Shape Global Marketing Division, Flat Products Unit;
 - Rendering assistance to Head of Unit, Flat Products Unit on Flat Products
- Kazunori YASUMITSU
 - Vice Head of Works, East Nippon Works (Representative of Kashima Area)
- Takeshi YAMANE
 - Head of Division, General Administration Division
 - Corporate Communications
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project
- Yosuke SAKAI*
 - Head of Unit, Stainless Steel Unit
- Yutaka AKASE*
 - Head of Division, Safety, Environment & Plant Safety Division
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project
- Satoru IKEDA*
 - Head of Division, Accounting & Finance Division
 - Rendering assistance to Executive Vice President T. Mori on Corporate Communications
 - Cooperating with Executive Officer K Wakamatsu on Business Transformation Project

Reference 2:

Managing Executive Officer, and Executive Officer to retire on March 31, 2025

Retiring Managing Executive Officer

<Expected position after retirement>

- Kyoichi ARAKI
 - Special Advisor, Nippon Steel Corporation

Retiring Executive Officer

<Expected position after retirement>

- Takeo HOSHINO
 - Executive Officer, NIPPON STEEL Solutions Co., Ltd.

Reference 3:

Directors (excluding directors who are Audit & Supervisory Committee Members), Directors who are Audit & Supervisory Committee Members, and Executive Officers to retire at the end of the 101st Annual Meeting of Shareholders scheduled to be held in late June 2025

Retiring Director, Member of the Board

<Expected position after retirement>

Kazuhisa FUKUDA • (*)

Retiring Executive Officer

<Expected position after retirement>

Akihiko KOJIMA • Director, Member of the Board and President
JIC Quality Assurance Ltd.
(*) Position after retirement will be announced as it is determined.

Reference 4:

Executive Officers to be newly appointed on April 1, 2025

< Current Position >

Yosuke SAKAI • Managing Executive Officer, Member of the Board at Nippon Steel Stainless Steel Corporation

Yutaka AKASE • Head of Division, Safety Division

Satoru IKEDA • Head of Division, Accounting & Finance Division

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