

No. 2024077

Company name	Kawasaki Heavy Industries, Ltd.
Representative	Yasuhiko Hashimoto Representative Director President and CEO
Securities code	7012 TSE (Prime Market)/NSE (Premier Market)
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**(Progress on Disclosed Matters)**

**Notice Regarding Disposition of Officers**

As announced in the press releases published by Kawasaki Heavy Industries, Ltd., on July 3, 2024 (“Kawasaki reports findings related to the tax investigation on the 201<sup>st</sup> Securities Report”) and August 21, 2024 (“Notice Regarding Misconduct in the Testing of Marine Engines”), multiple incidents of misconduct in the Kawasaki Group have recently been identified. The Company takes these incidents very seriously and offers its assurances to all stakeholders that it will take resolute steps to ensure that such misconduct does not happen again.

In response to these repeated compliance violations, the following disciplinary actions against directors and officers were resolved at the extraordinary meeting of the Board of Directors held today.

1. Retirement of a director (effective March 31, 2025)

Name	Position
Keigo Imamura	Managing Executive Officer Vice President, Energy Solution & Marine Engineering Company, and General Manager, Ship & Offshore Structure Business Division

2. Reduction in directors' remuneration

(1) Details

Name	Position	Reduction	Period
Yoshinori Kanehana	Chairman of the Board	20% reduction in monthly remuneration	3 months
Yasuhiko Hashimoto	Representative Director President and CEO	30% reduction in monthly remuneration	5 months

Katsuya Yamamoto	Representative Director Senior Corporate Executive Officer	20% reduction in monthly remuneration	3 months
Hiroshi Nakatani	Representative Director Senior Corporate Executive Officer	20% reduction in monthly remuneration	3 months
Motohiko Nishimura	Senior Managing Executive Officer President, Energy Solution & Marine Engineering Company	30% reduction in monthly remuneration	5 months
Takeshi Kaneko	Managing Executive Officer In charge of Legal Affairs, Compliance, Human Resources, and General Administration, and General Manager, Human Resources Division	20% reduction in monthly remuneration	3 months
Yasuo Akita	Executive Officer General Manager, Planning & Control Division, Energy Solution & Marine Engineering Company	20% reduction in monthly remuneration	3 months

(2) Starting month

January 2025

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