

Notice Regarding Changes of Officers

TOKYO OHKA KOGYO CO., LTD. (the “Company”) announced that its Board of Directors today decided upon the new management structure following the 95th general meeting of shareholders to be held on March 28, 2025 based on the recommendations from the Nomination and Compensation Advisory Committee. This matter is subject to the resolutions at the said general meeting of shareholders and the Board of Directors meeting to be held after the conclusion of the shareholders’ meeting.

1. Changes of officers

(1) Change of Director (Scheduled to take effect on March 28, 2025)

- a. Candidates for directors (new) (excluding Directors who are Audit and Supervisory Committee Members)

<u>New position</u>	<u>Previous position</u>	<u>No change/Current position</u>	<u>Name</u>
Director		Executive officer Division Manager, Research and Development Division	Katsumi Ohmori
Director	Director Audit and Supervisory Committee Member	Director (Outside Director) of AeroEdge Co., Ltd.	Hisashi Ando

(Note) Mr. Hisashi Ando is a candidate satisfying requirements for an outside director.

- b. Candidate for Directors who are Audit and Supervisory Committee Members (new)

<u>New position</u>	<u>Previous position</u>	<u>No change/Current position</u>	<u>Name</u>
Director Standing Audit and Supervisory Committee Member	Director, Executive Officer Division Manager, New Business Development Division		Yusuke Narumi
Director Audit and Supervisory Committee Member	Director	Partner at Harago & Partners Law Offices Outside Director Audit & Supervisory Committee Member of Tokai Tokyo Financial Holdings, Inc	Ayako Ikeda

Director Audit and Supervisory Committee Member			Isao Nakajima
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(Note) Ms. Ayako Ikeda and Mr. Isao Nakajima are candidates satisfying requirements for an outside director.

c. Retiring Directors

<u>New position</u>	<u>Previous position</u>	<u>No change/Current position</u>	<u>Name</u>
	Director Standing Audit and Supervisory Committee Member		Nobuo Tokutake
	Director Audit and Supervisory Committee Member	Representative of Sekiguchi Noriko CPA Office Audit & Supervisory Board Member of Oji Holdings Corporation (Independent Outside Audit & Supervisory Board Member) External Director, Audit & Supervisory Committee Member of Ryoden Corporation	Noriko Sekiguchi

(Note) Ms. Noriko Sekiguchi is an outside director.

(2) Changes of executive officers (Effective March 28, 2025)

a. Retiring executive officer

<u>New position</u>	<u>Previous position</u>	<u>No change/Current position</u>	<u>Name</u>
	Executive officer	President, TOK ENGINEERING CO., LTD	Tsukasa Honkawa

b. Changes of position and responsibility of executive officer

<u>New position</u>	<u>Previous position</u>	<u>No change/Current position</u>	<u>Name</u>
Managing Executive Officer	Executive Officer	Director Division Manager, Manufacturing Division	Hiroataka Yamamoto
Division Manager, New Business Development Division	Chairman and President, TOK CHINA CO., LTD.	Executive Officer	Naoki Watanabe
Chairman and President, TOK CHINA CO., LTD.	Deputy Division Manager, Marketing Division.	Executive Officer	Naoki Tatsuno

(3) Management structure following the 95th general meeting of shareholders (scheduled to be held on March 28, 2025)

a. Directors (excluding those who are Audit and Supervisory Committee members)

President and Representative Director	Noriaki Taneichi
Director	Harutoshi Sato
Director	Kosuke Doi
Director	Hiroataka Yamamoto
Director	Katsumi Ohmori
Director	Hisashi Ando

(Note) Mr. Hisashi Ando is an outside director.

b. Directors who are Audit and Supervisory Committee members

Director Standing Audit and Supervisory Committee Member	Yusuke Narumi
Director Audit and Supervisory Committee Member	Kazuo Ichiyanagi
Director Audit and Supervisory Committee Member	Ayako Ikeda
Director Audit and Supervisory Committee Member	Isao Nakajima

(Note) Mr. Kazuo Ichiyanagi, Ms. Ayako Ikeda and Mr. Isao Nakajima are outside directors.

c. Executive officers

※	Chief Executive Officer		Noriaki Taneichi
※	Senior Managing Executive Officer	Division Manager, Marketing Division	Kosuke Doi
	Managing Executive Officer	Representative Director and President, TOK Advanced Materials Co., Ltd.	Gitae Kim
※	Managing Executive Officer	Division Manager, Manufacturing Division	Hiroataka Yamamoto
	Executive Officer	Division Manager, New Business Development Division	Naoki Watanabe
※	Executive Officer	Division Manager, Research and Development Division	Katsumi Ohmori
	Executive Officer	Division Manager, Accounting and Finance Division	Okikuni Takase

	Executive Officer	Division Manager, Corporate Planning Division	Shoji Otaka
	Executive Officer	Division Manager, General Affairs Division	Yuichi Honma
	Executive Officer	Division Manager, IT and Digital Division	Shinichi Isogai
	Executive Officer	Division Manager, Human Capital Division	Motoko Samezawa
	Executive Officer	Chairman and President, TOK CHINA CO., LTD.	Naoki Tatsuno
	Executive Officer	President, TOKYO OHKA KOGYO AMERICA, INC.	Kazuyuki Shiotani
	Executive Officer	Chairman and President, TOK TAIWAN CO., LTD.	Atsushi Sawano

(Note) Executive officers marked with ※ concurrently serve as directors.

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