



November 18, 2024

Company name : Toagosei Co., Ltd.  
Code number : 4045  
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## **Toagosei Announces Organizational and Officer Changes**

Toagosei Co., Ltd. hereby announces we have decided to implement organizational changes on January 1, 2025 and have determined officer (Directors and Executive Officers) changes at a Board of Directors' meeting held on November 18, 2024.

### 1. Purpose

We want to thoroughly implement management with an awareness of capital costs and to improve profitability. In addition, we wish to maximize corporate value and to meet the expectations of our stakeholders by providing innovative solutions and increasing our competitiveness.

### 2. Organizational Changes (January 1, 2025)

#### (1) Promote Mid- to Long-term Corporate Strategies and Further Thoroughly Implement Management with an Awareness of Capital Costs

We are aiming to realize sustainable growth and deepen balance sheet management. To achieve those aims, we will integrate the Corporate Strategy Division, responsible for drawing up corporate plans, and the Group Administrative Division, responsible for managing financial, human resource and other information and communicating with investors, to establish the Group Corporate Strategy and Administration Division.

#### (2) Strengthen New Business Development Capabilities

We will establish the Research Solution Department in Nagoya Criatio R&D Center to promote the exploration, research and development of new themes in tandem with Kawasaki Frontience R&D Center.

### 3. Officer Changes

#### ◆ Representative Directors (January 1, 2025)

New Position(s)	Current Position(s)	Name
Chairman and Representative Director and CEO	President and Representative Director	Mikishi Takamura
President and Representative Director and COO	Vice President and Representative Director General Manager, Corporate Strategy Division	Hidenori Kobuchi

\*CEO (Chief Executive Officer)、COO (Chief Operating Officer)

\*As announced in the disclosure document dated October 28, 2024, titled "Toagosei Announces a Representative Directors Change of the Position"

#### ◆ Directors (January 1, 2025)

New Position(s)	Current Position(s)	Name
Director	(Director and General Manager, Group Administrative Division & General Manager, Human Resource Development Department, Group Administrative Division)	Taizo Serita
Director and General Manager, Group Supply Chain Management Division & General Manager, Business Planning Department, Group Supply Chain Management Division & General Manager, Logistics Department, Group Supply Chain Management Division & General Manager, Tokyo Sales Department	(Director and General Manager, Group Supply Chain Management Division & General Manager, Tokyo Sales Department)	Shoji Takayama

#### ◆ Executive Officers (January 1, 2025)

New Position(s)	Old Position(s)	Name
Executive Officer	(Executive Officer and President, Toa Business Associe Co., Ltd.)	Katsuhiko Sumita
Executive Officer	(Executive Officer and President, Toa Logistics Co., Ltd. & President, Toa Kogyo Co., Ltd.)	Masaharu Niwa
Executive Officer and Chairman, Toagosei (Shanghai) Management Co., Ltd. & Chairman, TOAGOSEI (Zhangjiagang) New Technology Co., Ltd.	(Executive Officer and Chairman, Toagosei (Shanghai) Management Co., Ltd.)	Ichiro Igarashi
Executive Officer	(Executive Officer and General Manager, Polymer & Oligomer Division & General Manager, Oligomer Department, Polymer & Oligomer Division)	Futoshi Nishitani
Executive Officer and General Manager, Aron Alpha Division & General Manager, Consumer Product Marketing Department, Aron Alpha Division	(Executive Officer and General Manager, Aron Alpha Division)	Yutaka Sasaki
Executive Officer and Research Manager of the Kawasaki Frontience R&D Center & General Manager, R&D Planning Department, Research & Development Administrative Division	(Executive Officer and General Manager, New Products Development Division & Mobility Department, New Products Development Division)	Hideo Matsuzaki
Executive Officer and General Manager, Corporate Planning Department, Group Corporate Strategy and Administration Division	(Executive Officer and General Manager, Corporate Planning Department, Corporate Strategy Division & General Manager, Information System Department, Corporate Strategy Division)	Ken Nomoto

◆ New Director (Date of the Ordinary General Meeting of Shareholders in Late March 2025)

New Position(s)	Old Position(s)	Name
Director and General Manager, Group Corporate Strategy and Administration Division & CFO	(General Manager, Group Corporate Strategy and Administration Division & CFO)	Akihiko Matsuda

\*CFO: Chief Financial Officer

◆ New Outside Director (Date of the Ordinary General Meeting of Shareholders in Late March 2025)

New Position(s)	Current Position(s)	Name
Part-time Outside Director	Professor, International University of Health and Welfare Graduate School	Reiko Ishiyama

\*Ms. Reiko Ishiyama meets the requirements for an independent director as stipulated by the Tokyo Stock Exchange. We plan to register her as an independent director with that exchange.

◆ Directors (Date of the Ordinary General Meeting of Shareholders in Late March 2025)

New Position(s)	Old Position(s)	Name
Adviser	(Director)	Taizo Serita
Retired	(Part-time Outside Director)	Yuichiro Mori
Retired	(Part-time Audit and Supervisory Committee Member & Outside Director)	Masahiko Yasuda

◆ New Executive Officers (Late March 2025)

New Position(s)	Old Position(s)	Name
Executive Officer and General Manager, Polymer & Oligomer Division & General Manager, Oligomer Department, Polymer & Oligomer Division	(General Manager, Polymer & Oligomer Division & General Manager, Oligomer Department, Polymer & Oligomer Division)	Hiroaki Ishii
Executive Officer and President, Toa Business Associe Co., Ltd. & General Manager, Information System Department, Group Corporate Strategy and Administration Division.	(President, Toa Business Associe Co., Ltd. & General Manager, Information System Department, Group Corporate Strategy and Administration Division.	Toyokazu Shiroya
Executive Officer and General Manager, New Products Development Division & General Manager, Mobility Department, New Products Development Division	(General Manager, New Products Development Division & General Manager, Mobility Department, New Products Development Division)	Toshiaki Takei
Executive Officer and General Manager, Sustainability Division	(General Manager, Sustainability Division)	Ryuji Takano

◆ Executive Officer (Late March 2025)

New Position(s)	Old Position(s)	Name
Counselor	(Executive Officer)	Katsuhiko Sumita
Counselor	(Executive Officer)	Masaharu Niwa
Counselor	(Executive Officer)	Futoshi Nishitani