

November 27, 2024

To whom it may concern,

Company name: artience Co., Ltd.  
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### Notice of Organizational Reforms and Personnel Changes

artience Co., Ltd. (President and Representative Director: Satoru Takashima; Chuo-ku, Tokyo) and Group companies of the artience Group will implement the following organizational reforms and personnel changes effective January 1, 2025:

#### 1. Personnel changes of artience Co., Ltd. (manager level)

Effective January 1, 2025

Name	New position	Current position
Kana Okazaki	General Manager of R&D Planning Department, Group R&D Division	R&D Planning Department, R&D Division
Masaki Kanno	General Manager of Highly Functional Materials Research Department, Group R&D Division	General Manager of R&D Planning Department, R&D Division
Atsushi Bettou	General Manager of AI Innovation Technology Department, Group R&D Division	General Manager of Analysis Technology Laboratory, R&D Division

#### 2. Personnel changes of Toyocolor Co., Ltd. (manager level)

Effective January 1, 2025

Name	New position	Current position
Daijiro Kawai	General Manager of Plastic Colorants Sales Division and General Manager of Kansai/Chubu Sales Department	General Manager of Kansai/Chubu Sales Department

#### 3. Personnel changes of Toyochem Co., Ltd. (manager level)

Effective January 1, 2025

Name	New position	Current position
Masaki Watanabe	Deputy Factory Manager of Kawagoe Factory	Plant Manager of Kobe Plant

#### 4. Personnel changes of Toyoink Co., Ltd. (manager level)

Effective January 1, 2025

Name	New position	Current position
Hiroki Sugi	General Manager of Packaging Materials Laboratory	Group Leader of Group-2, R&D Dept, Technical R&D Division.

#### 5. Personnel changes of the Company and its affiliated companies

Effective January 1, 2025

Name	New position	Current position
Hiroaki Tomofuji	President of TOYO INK ASIA LTD. (HONG KONG)	Information & Communication Materials Sales Division, Toyochem Co., Ltd.

#### 6. Organizational Reforms of artience Co., Ltd.

Effective January 1, 2025

- "Institute of advanced technology, Group R&D Division" will be renamed "Advanced Technology Department, Group R&D Division".
- "Analysis Technology Laboratory, Group R&D Division" will be reorganized, with analysis functions being transferred to "Advanced Technology Department, Group R&D Division" and DX-related development being transferred to the newly established "AI Innovation Technology Department, Group R&D Division".
- " Highly Functional Materials Research Department, Group R&D Division" will be established.