

November 25, 2025

To whom it may concern,

Company name: artience Co., Ltd.

Contact: Hiroyuki Hamada, Vice President and Director and

General Manager of General Affairs Department

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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, 2026:

1. Personnel change of artience Co., Ltd. (Director)

Effective January 1, 2026

Name	New position	Current position
Hiroyuki Hamada	Vice President and Director in charge of the Overall Management and Corporate Departments	Vice President and Director in charge of the Overall Management and Corporate Departments and General Manager of General Affairs Department

2. Personnel changes of artience Co., Ltd. (Operating Officers)

Effective January 1, 2026

Name	New position	Current position
Hideki Okaichi	Managing Operating Officer in charge of special mission	Managing Operating Officer concurrently serving as President and Representative Director of TOYOCOLOR CO., LTD.
Hideyasu Kanbayashi	Managing Operating Officer in charge of special mission	Managing Operating Officer concurrently serving as Vice President and Director of TOYO INK CO., LTD.

3. Personnel changes of artience Co., Ltd. (Corporate Advisors)

Effective January 1, 2026

Name	New position	Current position
Kensuke Koga	Corporate Advisor (part-time)	Corporate Advisor concurrently serving as President and Representative Director of LOGI CO-NET CORP.

Masato Yanagi	Corporate Advisor concurrently serving as Corporate Advisor of TOYO INK CO., LTD.	Chairman of JIANGMEN TOYO INK CO., LTD. concurrently serving as Chairman of CHENGDU TOYO INK CO., LTD.
Yoshiki Nakano	Corporate Advisor in charge of Support of Information System	General Manager of Group Information System Department
Toshiyuki Koyama	Corporate Advisor concurrently serving as Support of Medical Science Business Unit of TOYO CHEM CO., LTD.	General Manager of Medical Science Business Unit of TOYO CHEM CO., LTD.
Hiroshi Sekine	Corporate Advisor concurrently serving as Corporate Advisor of TOYO CHEM CO., LTD.	Managing Director in charge of Sales of TOYO CHEM CO., LTD.

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

Effective January 1, 2026

Name	New position	Current position
Takeshi Imamura	General Manager of General Affairs Department	President of PT. TOYO INK INDONESIA
Shiina Harako	General Manager of Corporate Communication Department	General Manager of Sustainable Packaging Department of TOYO INK CO., LTD.
Shinji Ueno	General Manager of Group Information System Department	Group Leader of DX Promotion Group of Group Information System Department
Naomi Onuki	General Manager of Production-Logistics Planning Department	General Manager of Global Production Planning of Plastic Colorants Department of Kawagoe Factory of TOYO CHEM CO., LTD.

5. Personnel changes of TOYOCOLOR CO., LTD. (Directors)

Effective January 1, 2026

Name	New position	Current position
Masaki Nagatsubo	President and Representative Director concurrently serving as Executive Operating Officer of artience Co., Ltd. concurrently serving as President and Representative Director of TOYO VISUAL SOLUTIONS CO., LTD. concurrently serving as Chairman of TOYO ADVANCED SCIENCE TAIWAN CO., LTD.	Executive Director in charge of Functional Materials concurrently serving as Executive Operating Officer of artience Co., Ltd. concurrently serving as President and Representative Director of TOYO VISUAL SOLUTIONS CO., LTD. concurrently serving as Chairman of TOYO ADVANCED SCIENCE TAIWAN CO., LTD.

Yasuaki Nishimura	Director in charge of Plastic Colorants and General Manager of Plastic Colorants Sales Division	Director in charge of Plastic Colorants
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6. Personnel change of TOYOCOLOR CO., LTD. (manager level)

Effective January 1, 2026

Name	New position	Current position
Nozomu Ooishi	General Manager of Kansai/Chubu Sales Department	Group Leader of Kansai Group of Kansai/Chubu Sales Department

7. Personnel change of TOYOCEM CO., LTD. (Director)

Effective January 1, 2026

Name	New position	Current position
Jun Mikoshiha	Vice President and Director	President of TOYO INK (THAILAND) CO., LTD.

8. Personnel change of TOYOCEM CO., LTD. (Corporate Advisor)

Effective January 1, 2026

Name	New position	Current position
Hiroshi Sekine	Corporate Advisor concurrently serving as Corporate Advisor of artience Co., Ltd.	Managing Director in charge of Sales

9. Personnel changes of TOYOCEM CO., LTD. (manager level)

Effective January 1, 2026

Name	New position	Current position
Muneo Toda	Senior General Manager of Information and Communication Materials Sales Division	General Manager of 1st Sales Department of Information and Communication Materials Sales Division
Jun Yamaguchi	Senior General Manager of Packaging and Industrial Materials Sales Division	General Manager of 1st Sales Department of Packaging and Industrial Materials Sales Division
Akio Omata	General Manager of Medical Science Business Unit	Deputy General Manager of Medical Science Business Unit
Kenji Shiono *	Deputy Factory Manager of Kawagoe Factory	Senior General Manager of Information and Communication Materials Sales Division

* Mr. Kenji Shiono is scheduled to be appointed to Factory Manager of Kawagoe Factory on the day of the 188th Ordinary General Meeting of Shareholders of artience Co., Ltd., which is scheduled to be held in late March 2026.

10. Personnel changes of TOYO INK CO., LTD. (Directors)

Effective January 1, 2026

Name	New position	Current position
Yoichi Komiya	Director in charge of Sales concurrently serving as Operating Officer of artience Co., Ltd.	Director and Senior General Manager of Liquid Ink Sales Division concurrently serving as Operating Officer of artience Co., Ltd.
Katsuya Saso	Director and Senior General Manager of Marketing Division and General Manager of Sustainable Packaging Department concurrently serving as Chairman of JIANGMEN TOYO INK CO., LTD. concurrently serving as Chairman of CHENGDU TOYO INK CO., LTD.	Director and Senior General Manager of Marketing Division

11. Personnel change of TOYO INK CO., LTD. (Corporate Advisor)

Effective January 1, 2026

Name	New position	Current position
Masato Yanagi	Corporate Advisor concurrently serving as Corporate Advisor of artience Co., Ltd.	Chairman of JIANGMEN TOYO INK CO., LTD. concurrently serving as Chairman of CHENGDU TOYO INK CO., LTD.

12. Personnel change of TOYO INK CO., LTD. (manager level)

Effective January 1, 2026

Name	New position	Current position
Daisaku Kawamura	Senior General Manager of Sales Division	Senior General Manager of East Japan Sales Division

13. Organizational Reform of TOYO INK CO., LTD.

Effective January 1, 2026

- "Liquid Ink Sales Division", "East Japan Sales Division", and "West Japan Sales Division" will be merged to form "Sales Division".

14. Personnel changes of the Company and its affiliated companies

Effective January 1, 2026

Name	New position	Current position
Satoshi Ooi	Chairman of ZHUHAI TOYOCOLOR CO., LTD. concurrently serving as Managing Operating Officer of artience Co., Ltd. concurrently serving as Vice President and Director of TOYOCOLOR CO., LTD.	Managing Operating Officer of artience Co., Ltd. concurrently serving as Vice President and Director of TOYOCOLOR CO., LTD.
Katsuya Saso	Chairman of JIANGMEN TOYO INK CO., LTD. concurrently serving as Chairman of CHENGDU TOYO INK CO., LTD. concurrently serving as Director and Senior General Manager of Marketing Division and General Manager of Sustainable Packaging Department of TOYO INK CO., LTD.	Director and Senior General Manager of Marketing Division of TOYO INK CO., LTD.
Taichiro Matsuoka	President of TOYO INK (THAILAND) CO., LTD.	Director and Senior General Manager of Packaging and Industrial Materials Sales Division of TOYOICHEM CO., LTD.
Daijiro Kawai	President of PT. TOYO INK INDONESIA	General Manager of Plastic Colorants Sales Division and General Manager of Kansai/Chubu Sales Department of TOYOCOLOR CO., LTD.
Kentaro Watanabe	President and Representative Director of LOGI CO-NET CORP.	General Manager of Corporate Communication Department of artience Co., Ltd.