February 2, 2021


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|---|---|
| Company Name: | Dexerials Corporation |
| Security Code: | 4980 |
| Listing: | First Section, Tokyo Stock Exchange |
| Representative: | Yoshihisa Shinya, Representative Director and President |
| Contact: | Naoyuki Sanada, Senior Executive Officer, CFO, Corporate Planning & Control Division Head |
| Phone: | +81-3-5435-3941 |


# Notice of Personnel Appointment and Organizational Reform

Dexerials Corporation (Headquarters: Shinagawa-ku, Tokyo, Representative Director and President: Yoshihisa Shinya; hereinafter called the "Company") will appoint executive officers, business unit heads and division heads, as well as carry out organizational reform as described below effective as of April 1, 2021.

The appointment and organizational reforms are to realize the Mid-term Management Plan and aim for sustainable growth of the Company by promoting growth strategies as well as enhancing its corporate administration and business management functions.

Specifically, the Company will rename the Management Strategy Division to the Corporate Strategy Division and integrate the information system management function with the division to build a framework that strengthens the management base, develops and implements the growth strategies, as well as promotes company-wide digital transformation activities. In addition, the Company will reorganize the Corporate Planning & Control Division and integrate its corporate administration function with the business management function of each business unit, which is an organization for overall control of the both functions from a company-wide perspective.

Further, the Company is aiming at continuously promoting a shift of management team to the next-generation, and appoint a new business unit head from within the Company.

**<Appointment of Executive Officers, Business Unit Heads and Division Heads >**

**Underlined parts are changes.**

| Name | New position | Current position |
|---|---|---|
| Naoyuki Sanada | Senior Executive Officer<br>CFO (Chief Financial Officer),<br>Company Process Innovator | Senior Executive Officer<br>CFO (Chief Financial Officer),<br>Corporate Planning & Control Division Head,<br>Company Process Innovator |
| Takashi Yoshida | Executive Officer<br>Corporate Planning & Control Division Head | Executive Officer<br>Optical Solutions Business Unit Head |
| Koichi Akeyama<br><Promoted> | Executive Officer<br>Corporate Strategy Division Head | Management Strategy Division Head |
| Hiroshi Uchida<br><New appointment> | Optical Solutions Business Unit Head | Optical Solutions Business Unit<br>Deputy Business Unit Head |

**<Organizational Reform>**

・Rename the Management Strategy Division to the Corporate Strategy Division

・Reorganize the Corporate Planning & Control Division

**< Reference> Executive Officers, Business Unit Heads and Division Heads effective as of April 1, 2021**

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|---|---|
| Yoshihisa Shinya | Representative Director and President, President and Executive Officer<br>Officer in charge of management and business operations |
| Toshiya Satake | Representative Director Senior Managing Executive Officer<br>Officer in charge of management, administration, and internalr audits<br>Representative Director and President, Dexerials Precision Components Corporation |
| Naoyuki Sanada | Senior Executive Officer<br>CFO (Chief Financial Officer), Company Process Innovator |
| Takashi Yoshida | Executive Officer<br>Corporate Planning & Control Division Head |
| Kozaburo Hayashi | Executive Officer<br>Connecting Materials Business Unit Head |
| Yuji Kakiuchi | Executive Officer<br>Global Sales & Marketing Division Head |
| Koichi Akeyama<br><Promoted> | Executive Officer<br>Corporate Strategy Division Head |
| Kuo-Hua Sung | Technology Strategy Head<br>Officer in charge of Dexerials Innovation Group (DIG) Promotion Department |
| Kentaro Oshima | Automotive Solutions Business Unit Head |
| Kazuya Hayashibe | Corporate R&D Division Head |
| Kouji Yamagishi | Production Control Division Head |
| Hiroshi Uchida<br><New appointment> | Optical Solutions Business Unit Head |

**< Reference> Organization Chart on April 1, 2021**

