



September 19, 2024

For immediate release

Company	HIOKI E.E. CORPORATION
Representative	Takahiro Okazawa President and CEO (Code no. 6866, Tokyo Stock Exchange Prime)
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Notice Concerning Organizational Changes and Changes in Personnel Positions

Meeting on September 19, 2024, Hioki's Board of Directors adopted the following organizational changes and changes in personnel positions.

1. Organizational changes (effective October 1, 2024)

As Hioki prepares to implement Vision 2030 and its new Medium-term Business Plan (covering 2025 to 2027), it will transition to an organization that will empower employees to exercise strong leadership based on backcasting. As part of that effort, Hioki will elevate principal departments to division status effective October 1 and work to further strengthen operational structures so that the Group can come together to realize Vision 2030 and the new Medium-term Business Plan under the leadership of its executive directors.

- (1) The Company's research and development, manufacturing, sales, and general-affairs teams are being reorganized to create the Research & Development Division, Manufacturing Division, Global Sales Division, and Administration Division.
- (2) The Research & Development Division will include the Development Planning Department, Metrology Laboratory, Sensing & Storage Unit, and Source & Measure Unit.
- (3) The Manufacturing Division will include the Manufacturing Department and the Supply Chain Management Department.
- (4) The Global Sales Division will include Asia-Pacific Management, Americas Management, and Europe Management units as well as the Sales Department.
- (5) The Administration Division will include the Corporate Planning Department, Global Human Resources Department, Administration Planning Department, Finance and General Accounting Department, and Legal and IP Department.

- (6) The Chief Technical Officer (CTO) will be responsible for managing the Research & Development Division, while the Chief Marketing Officer (CMO) will head the Global Sales Division. The Chief Financial Officer (CFO) and Chief Sustainability Officer will play the same role for the Administration Division.

2. Change in a director's responsibilities (effective October 1, 2024)

New position	Name	Previous position
President and Quality Assurance Management	Takahiro Okazawa	President
Managing Director, Executive Officer, Director of Administration Division and Manufacturing Management	Yoshikazu Suyama	Managing Director Executive Officer Chief Financial Officer
Managing Director, Executive Officer, Director of Research & Development Division and Chief Information Officer	Kunihisa Kubota	Managing Director Executive Officer Chief Technical Officer and Chief Information Officer and Chief Sustainability Officer
Managing Director, Executive Officer, Director of Global Sales Division and Director of European Market	Yasunao Takano	Director Executive Officer Chief Marketing Officer

3. Changes in personnel positions (effective October 1, 2024)

(1) Executive officer-level human resources

New position	Name	Previous position
Executive Officer, Vice President of Engineering and Director of Global Development, Research & Development Division	Toshihiko Tsuchiya	Executive Officer Vice President of Engineering
Executive Officer, Director of Technology Development and Manager of Metrology Laboratory, Research & Development Division	Koichi Yanagisawa	Executive Officer Director of Technical Development and Manager Metrology Laboratory
Executive Officer, Director of Product Development and Manager of Sensing & Storage Unit, Research & Development Division	Hajime Yoda	Executive Officer Director of Product Development and Manager Sensing & Storage Unit
Executive Officer, Director of Manufacturing Division	Tsutomu Mandai	Executive Officer Director of Manufacturing
Executive Officer, Director of Asia-Pacific Market, Global Sales Division	Pan Dongyun	Executive Officer Director of Chinese Market and President and Director of Quality Assurance Department of HIOKI (Shanghai) MEASUREMENT TECHNOLOGIES CO., LTD and President of HIOKI (Shanghai) MEASURING INSTRUMENTS CO., LTD.
Executive Officer, Director of American Market, Global Sales Division, and President of HIOKI USA CORPORATION	Masayuki Yamabe	Executive Officer Director of American Market and President of HIOKI USA CORPORATION

Executive Officer, Director of Domestic Sales, Global Sales Division	Manabu Watanabe	Executive Officer Director of Sales
Executive Officer, Director of Global Human Resources Department, Administration Division, and Director of DE&I Promotion	Akiko Kobayashi	Executive Officer Director of Human Resources and DE&I Promotion
Fellow, Research & Development Division	Tetsuya Takahashi	Fellow
Test System Department, Global Sales Chief Lead Specialist	Masamitsu Miyashita	Executive Officer Director of Test System

(2) Department manager-level human resources in management positions

New position	Name	Previous position
Director of Test System Department and Manager Sales & Service Section	Tadashi Tomoi	Manager Development Production Section, Test System Department
Director of Manufacturing Department and Manager Signal Measuring Instruments Manufacturing Section, Manufacturing Division	Hiroyuki Takezawa	Manager Signal Measuring Instruments Manufacturing Section, Manufacturing Department
Director of Supply Chain Management Department and Manager Materials Management Section, Manufacturing Division	Yukihiro Itou	Manager Materials Management Section, Manufacturing Department
Director of Corporate Planning Department, Administration Division	Hisashi Shimizu	Director Corporate Planning Office
Director of Administration Planning Department, Administration Division	Keiko Akahane	Manager Administration Section, Administration Department
Director of Finance and General Accounting Department, Administration Division	Noriyuki Shimizu	Manager General Accounting Section, Administration Department
Director of Legal and IP Department, Administration Division	Hidehiko Mitsugi	Director Legal/IP Office
President and Director of Quality Assurance Department of HIOKI (Shanghai) MEASUREMENT TECHNOLOGIES CO., LTD and President and Director of Engineering and Director of Sales of HIOKI (Shanghai) MEASURING INSTRUMENTS CO., LTD.	Chihiro Narusawa	Vice President of HIOKI (Shanghai) MEASUREMENT TECHNOLOGIES CO., LTD and Director of Engineering of HIOKI (Shanghai) MEASURING INSTRUMENTS CO., LTD.