



February 26, 2026

Press Release

Eiken Chemical Co., Ltd.  
Representative: Yuji Segawa,  
President & CEO  
Securities code: 4549 (TSE Prime Market)

## Notice Concerning Introduction of C-Suite System and Changes in Executive Officers

Eiken Chemical Co., Ltd. (the “Company”) announces that at the Board of Directors meeting held today, the Company resolved to introduce a C-Suite (Chief Officer) system as of April 1, 2026, as well as to make changes in Executive Officers as of the same day, as follows.

The C-Suite system is a structure with the purpose of improving the quality of business decisions and accelerating the decision-making process by placing responsible persons with the relevant expertise in the core areas of business.

Through the introduction of this system, the Company aims to establish a robust managerial foundation and to achieve sustained enhancement of corporate value.

### 1. Overview of Introduction of C-Suite System

Date of introduction: April 1, 2026

Positions to be established: CEO, COO, CMSO, CTO, CPO, CFO, and CHRO

Purposes:

- Greater expertise in business functions;
- Acceleration of the decision-making process; and
- Sustained enhancement of corporate value.

### 2. Definitions of C-Suite Positions

Position	Description
CEO (Chief Executive Officer)	As the chief executive supervising business across the company, the CEO directs and oversees the other C-suite officers and takes ultimate responsibility for corporate value and business performance.
COO (Chief Operating Officer)	In accordance with the business strategy, the COO oversees business operations and execution and is responsible for their optimization and implementation.
CMSO (Chief Marketing and Sales Officer)	The CMSO oversees market strategies, brand strategies, and marketing and sales activities, and strives to generate customer value and accelerate business growth.

CTO (Chief Technology Officer)	The CTO oversees the formulation and implementation of technological strategies, and leads product development and technological innovation.
CPO (Chief Production Officer)	The CPO oversees production planning, production engineering, quality control and supply systems, and promotes production optimization and stable supply in an integrated manner.
CFO (Chief Financial Officer)	The CFO oversees the formulation of financial strategies, financing and budget management, and takes the lead in building a sound financial foundation.
CHRO (Chief Human Resources Officer)	The CHRO oversees human resources strategies, organizational development and labor management, and promotes the improvement of organizational capabilities and the enhancement of employee engagement.

### 3. Changes in Executive Officers and Changes of Titles (as of April 1, 2026)

Name	New Position*	Current Position
Yuji Segawa	President and CEO <u>CEO and COO</u>	President and CEO
Yasuyoshi Mori	Senior Vice President and Executive Officer <u>General Manager, R&amp;D Headquarters and CTO</u>	Senior Vice President and Executive Officer General Manager, R&D Division
Michitoshi Doi	Vice President and Executive Officer <u>General Manager, Production Headquarters and CPO</u>	Vice President and Executive Officer General Manager, Production Division and General Manager, Quality Assurance Division
Toshiyuki Tsuchitani	Executive Officer <u>General Manager, Sales Headquarters and CMSO</u>	Executive Officer General Manager, Sales Division
Keiichiro Yoshida	Executive Officer <u>General Manager, Global Sales Division, Sales Headquarters</u>	Executive Officer General Manager, Global Business Office, Sales Division
Satoshi Akaishi	Executive Officer <u>General Manager, Domestic Sales Division, Sales Headquarters</u>	Executive Officer General Manager, Domestic Sales Office and General Manager, Sales Management Office, Sales Division
Katsunori Watanabe	Executive Officer General Manager, Nogi Plant, <u>Production Headquarters</u>	Executive Officer General Manager, Nogi Plant and General Manager, Nasu Plant, Production Division

Norihiro Tomita	Executive Officer <u>General Manager, Biochemical Research Laboratory, R&amp;D Headquarters</u> <u>General Manager, Genetic Technology Research Department</u>	Executive Officer General Manager, Fundamental Research Laboratory, R&D Division
Tomohiro Kudo	Executive Officer <u>General Manager, Business Management Headquarters, CFO and CHRO</u>	Executive Officer General Manager, Business Management Division, General Manager, Corporate Strategy Office and General Manager, Human Resources Department

\*Underlining indicates the new positions.