

March 4, 2025

Notice Regarding Organizational Changes

TOPY INDUSTRIES, LIMITED (Head office: Shinagawa-ku, Tokyo; President and CEO: Hiromi Ishii) hereby gives notice that we will make organizational changes as below, effective April 1, 2025, to promote its efforts to create new growth businesses, aiming for the Group's sustainable growth.

The purpose of the organizational changes is to speed up decision-making by establishing New Business Development Section, a dedicated section responsible for developing new business areas that do not belong to the existing segments, and by clarifying the responsibilities and roles of the marketing function and the research and development function. Specifically, with the aim of creating new businesses, we will improve company-wide planning, execution, and marketing capabilities by leveraging the strengths of each organization, and promote research and development to create new value.

As stated in the "Notice Regarding Revision of Medium-term Management Plan" released today, we have decided to revise the Group's Medium-term Management Plan, TOPY Active & Challenge 2025, which ends in the fiscal year ending March 31, 2026, in light of changes in the business environment, recent business performance, and other factors. In the current process of formulating a new medium-term management plan to replace the plan, we recognize that putting more effort into creating new growth businesses is one of the key issues for the Group's sustainable growth. The organizational changes are intended to promptly address the issue. A strategy related to the organizational changes will be announced in the new medium-term management plan to be released around May 2025.

1. **Organizational Changes** (effective date: April 1, 2025)

(1) Organizational change of the Corporate Planning Department

We will establish New Business Development Section directly under the Corporate Planning Department to create businesses in new business areas that do not belong to the existing segments. This will promote business creation through close connection of seeds and needs with the Group's core competencies (e.g., recycling-based businesses and integrated production system from materials).

(2) Organizational changes of the Sales Division and the Overseas Business Development Department

We will merge the Sales Division and the Overseas Business Development Department to establish Marketing and SCM Strategy Department, with Marketing Administration and Planning Section, Marketing Strategy Section, and Procurement and Intermodal Transportation & Logistics Planning Section directly under the new department, to increase company-wide marketing capability and promote business creation.

The Marketing Strategy Section will be responsible for planning and supporting overseas business in the business areas of the existing segments and marketing products, including needs assessments in cooperation with marketing and engineering staff. The Procurement and Intermodal Transportation & Logistics Planning Section will be responsible for maximizing earnings by improving supply chain management.

(3) Organizational changes of the Business Development Strategy Center

We will rename the Business Development Strategy Center to the Research and Development Center and abolish the Administrative Department directly under the center. These changes are intended to allocate roles with the New Business Development Section of the Corporate Planning Department, the Marketing Strategy Section of the Marketing and SCM Strategy Department, and other relevant organizations in promoting business creation, and to concentrate mainly on research and development of new manufacturing methods and new products based on customer needs and research and development of new technology seeds.

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