



April 09, 2024

For immediate release

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Notice Concerning Organizational Changes and Changes in Personnel Positions

Meeting on April 9, 2024, Hioki's Board of Directors adopted the following organizational changes and changes in personnel positions.

1. Organizational changes (effective May 1, 2024)

As it works to realize Vision 203 and achieve the goals set forth in its Medium-term Business Plan, Hioki has identified as growth strategies product development with the indispensability of Hioki, market-oriented business development, and achievement of Carbon Neutrality under the GHG Protocol. The company has reorganized its technology development and marketing organizations based on an effort to reimagine the nature and role of technology and product development, which makes possible Product development with the indispensability of Hioki and Market-oriented business development, along with marketing structures and roles.

Hioki has also reorganized the organizational entity responsible for its information systems in an effort to revamp and regulate those systems from a global perspective so that they can serve as the basis for technology and product development and marketing activities.

A description of principal organizational changes follows.

- (1) Hioki's technology and product development teams have been reorganized into the following four entities:
Development Planning Department
Metrology Laboratory
Sensing & Storage (SS) Unit

Sensing & Storage (SM) Unit

The SS and SM Units will locate responsibility for development of advanced technologies even more explicitly than in the past. The Metrology Laboratory incorporates a new H2ES Division to strengthen the company's hydrogen business.

- (2) The Customer Marketing Department's role has been redefined to make product owners the clear locus of responsibility for new-product revenue. In addition, its name has been changed to the Product & Marketing Department.
- (3) Administration, technology, and development teams responsible for the company's information systems have been reorganized to form the new Global DX Planning Department. In this way, Hioki will strengthen its information security structures while accelerating the digital transformation (DX) both outside the company and within the Hioki Group.

2. Changes in personnel positions (effective May 1, 2024)

New position	Name	Previous position
Executive Officer Director of Technical Development and Manager Metrology Laboratory	Koichi Yanagisawa	Manager of Advanced Engineering Unit
Executive Officer Director of Product Development and Manager Sensing & Storage Unit	Hajime Yoda	Manager AE Unit
Executive Officer Director of Product & Marketing	Kenneth Soh	Executive Officer Director of Global Business Development
Fellow	Tetsuya Takahashi	Manager ES Unit
Quality Assurance Department Design Quality Chief Lead Specialist	Katsuhiko Takeuchi	Executive Officer Director of Field maintenance
Human Resources Department Chief*	Naoki Nakayama	Executive Officer Director of Customer Marketing
Director of Development Planning Department and Manager Global R&D Support Division	Masahiko Takada	Manager Business Promotion Center & Manager Development Promotion Division
Manager Source & Measure Unit	Keiji Sakai	Manager DB Unit
Director of Global DX Planning Department	Atsushi Kobayashi	Senior Lead Specialist with Chief Information Officer

*Hioki plans to assign a local executive (president) after establishing a sales subsidiary in the Middle East.