Announcement of Organizational Change

1. Organizational Change (on October 1, 2012)
   <Research and Development Headquarters>
   As an organization responsible for drafting strategic business plans and controlling administrative tasks for our research and development departments, New Business Research and Development Laboratories and Material Technology Research and Development Laboratories, we have established “Research Planning Office” within the Research and Development Headquarters.

   <Chemical and Plastic Products Business Unit>
   For establishing Tokai Rubber Chemical and Plastic Products (Thailand) Ltd. (temporary name), a Thai subsidiary specializing in manufacturing and distributing components for OA equipment, we have newly established “Thailand Chemical and Plastic Products Preparatory Office” within the Chemical and Plastic Products Business Unit.