

## FOR IMMEDIATE RELEASE

**Tokyo, Japan, November 6, 2025**—At a meeting on November 6, 2025, the ZACROS Corporation Board of Directors resolved as follows:

### Details

#### 1. Organizational Change

To strengthen our business operational base, and advance our “2030 Business Plan”, we will implement the following organizational changes:

- We will establish a new “Life Solutions Business Unit”. The existing “Wellness Business Unit” and “Environmental Solutions Business Unit” will be integrated into this new organization.
- The Life Solutions Business Unit will comprise “Packaging Division”, “Pharmaceutical and Medical Packaging Division”, “Container Division”, and “BioPhaS Division (separated and newly established from “Medical Solution Division”).
- “Medical Business Division” (excluding the portion separated as “BioPhaS Division” will be placed under the supervision of “Head of Technical Development” to strengthen collaboration with “R&D Center”.
- We will establish “Quality Management Department” to improve quality and reliability.

… Effective December 1, 2025

#### 2. Personnel Changes

New Position	Name	Current Position
Vice President Head of Corporate Strategy & Planning / Chief Manager, Corporate Strategy & Planning	Hiroshi Saga	Vice President Head of Technical Development / Chief Manager, Corporate Strategy & Planning
Senior Executive Officer Head of Technical Development	Harutoshi Ishizaka	Senior Executive Officer Head of Wellness Business / Chief Manager, Wellness HQ / Chief Manager, Osaka Branch / President Director, PT Kingsford Holdings
Senior Executive Officer Head of Life Solutions / Division Manager, Container / Board Chairman, ZACROS AMERICA, Inc. / Director, ZACROS MALAYSIA Sdn. Bhd.	Atsushi Takematsu	Senior Executive Officer Head of Environmental Solutions / Board Chairman, ZACROS AMERICA, Inc. / Director, ZACROS MALAYSIA Sdn. Bhd.

/ President Director, PT Kingsford Holdings		
Executive Officer Division Manager, Packaging / Chief Manager, Life Solutions HQ	Shinichiro Kimura	Executive Officer Division Manager, Packaging & Container / Chief Manager, Environmental Solutions HQ
Executive Officer Deputy Head of Quality Management	Hiroshi Komori	Executive Officer Manager, Office of Head of Quality Management
Executive Officer Head of Production Management / Chief Manager, Safety Management	Hitoshi Harasawa	Executive Officer Head of Production Management
Executive Officer Division Manager, BioPhaS / Head of Medical Solutions	Tomoyuki Sasaki	Executive Officer Division Manager, Medical Solutions
Deputy Executive Officer Division Manager, Pharmaceutical & Medical Packaging / Chief Manager, Osaka Branch / Director, ZACROS (THAILAND) CO., LTD.	Hidenari Kuribayashi	Deputy Executive Officer Division Manager, Pharmaceutical & Medical Packaging / Director, ZACROS (THAILAND) CO., LTD.
Chief Manager, Quality Management	Katsuyuki Fujino	Chief Manager, Quality & Safety Management Department

… Effective December 1, 2025

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