

Tokyo Ohka Kogyo Co., Ltd. Announces Changes of Executives, Structural Reform, and Personnel Changes

KAWASAKI, Kanagawa Prefecture, Japan, 1 April 2004 - Tokyo Ohka Kogyo Co., Ltd. (TOK) hereby announces the decision made at a meeting of its board of directors on this day, to change its executive team upon the 74th annual meeting of its shareholders scheduled to be held in late June of 2004. We expect this decision to be formally approved at this shareholders meeting and the board of directors meeting held right after it.

We also hereby announce the decisions made in regard to structural reform and personnel changes.

1. Reinforcement of the management team
2. Change of representative directors
3. Change of executives
 - (1) Change of directors
 - (2) Change of corporate auditors
 - a. New corporate auditor candidate
 - b. Retiring corporate auditor
 - (3) Change of officers
 - a. New officers
 - b. Change of officers
 - (4) Executive team upon the 74th annual meeting of shareholders
 - a. Directors
 - b. Corporate auditors
 - c. Officers
4. Structural reform
5. Personnel changes

Attachments

- * Profiles of the representative directors

1. Reinforcement of the management team (reasons for the change of representative directors)

Last year, TOK instated a scheme of officers with a view to strengthening the powers of the board of directors. Ever since, we have been making efforts to construct a solid management setup enabling prompt and appropriate decision-making and sure supervision of business execution. Nevertheless, amid the intensifying intercorporate competition on a global scale, we anticipate change in the business climate and technological innovation to

proceed at an accelerated pace.

For flexible and swift adaptation to this climate, we plan to take the occasion presented by the expiration of the terms of all current directors at the conclusion of this year's annual meeting of shareholders to execute a change of management generations and appoint additional officers. By so doing, we hope to make our management team even more formidable.

2. Change of representative directors (scheduled for late June)

New Title	Current Title / Current Assignment	Name
Representative Director Chairman of the Board	Representative Director President & Officer	Haruhiko Uchida
Representative Director President & Chief Executive Officer	Director & Officer / Department Manager, Research and Development Dept.	Yoichi Nakamura
Senior Advisor	Representative Director Chairman of the Board & Officer	Akira Yokota

3. Change of executives (scheduled for late June)

(1) Change of directors

New Title	Current Title / Assignment	No change / Current Assignment	Name
Director & Executive Officer	Managing Director & Officer	Department Manager, Process Equipment Manufacturing Dept.	Toshimi Aoyama
Director & Executive Officer	Director & Officer	Department Manager, Marketing Dept.	Takashi Komine
Director & Executive Officer	Director & Officer	Department Manager, General Affairs Dept.	Koichi Kaihatsu
Director & Executive Officer	Director & Officer	Department Manager, Accounting Dept.	Yukiyasu Henmi
Director	Managing Director & Officer / Supervising Corporate Planning		Muneo Nakayama
Director	Managing Director & Officer / Department Manager, Purchasing Dept.		Akira Furuya

(2) Change of corporate auditors

a. New corporate auditor candidate

New Title	Former Assignment	Name
Standing Statutory Auditor	Former Deputy Department Manager, Process Equipment Manufacturing Dept. and Former General Manager, Shonan Technical Center	Yoshio Kitani

b. Retiring corporate auditor

New Title	Current Title	Name
Consultant	Standing Statutory Auditor	Yusuke Ogawa

(3) Change of officers

a. New officers (to take office upon the 74th annual meeting of shareholders)

New Title / Assignment	Current Assignment	No change / Current Title / Assignment	Name
Officer		ERP Project Leader	Hidekatsu Kohara
Officer		Managing Director of OHKA EUROPE LTD.	Kenji Tazawa
Officer / Deputy Department Manager, Research and Development Dept.	General Manager, Advanced Material Development Div. 1		Hiroji Komano

b. Change of officers

New Assignment	Current Assignment	No change / Current Title / Assignment	Name
Department Manager, Purchasing Dept.	Deputy Department Manager, Purchasing Dept.	Officer / General Manager, Purchasing Div.	Hitoshi Furuya
Deputy Department Manager, Marketing Dept.		Officer / General Manager, Electronic Material Marketing Div. 2	Kobun Iwasaki

(4) Executive team upon the 74th annual meeting of shareholders

a. Directors

Title / Assignment	Name
Representative Director Chairman of the Board	Haruhiko Uchida
Representative Director President & Chief Executive Officer	Yoichi Nakamura
Director & Executive Officer / Department Manager, Process Equipment Manufacturing Dept.	Toshimi Aoyama
Director & Executive Officer / Department Manager, Marketing Dept.	Takashi Komine
Director & Executive Officer / Department Manager, General Affairs Dept.	Koichi Kaihatsu
Director & Executive Officer / Department Manager, Accounting Dept.	Yukiyasu Henmi
Director	Muneo Nakayama
Director	Akira Furuya

b. Corporate auditors

Title	Name
Standing Statutory Auditor	Motoyasu Sugiyama
Standing Statutory Auditor	Yoshio Kitani
Auditor	Shigeru Hirata
Auditor	Fujio Higaki

Note: Messrs. Motoyasu Sugiyama, Shigeru Hirata and Fujio Higaki are outside corporate auditors stipulated in Paragraph 1, Article 18 of the Law For Special Exceptions to the Commercial Code Concerning Audit, etc. of Kabushiki-kaisha of Japan.

c. Officers

Title / Assignment	Name
Officer / Deputy Department Manager, Process Equipment Manufacturing Dept.	Yutaka Miyagi
Officer / Deputy Department Manager, Marketing Dept.	Hiroyuki Tohda
Officer / General Manager, Corporate Planning Div.	Akinori Horikoshi
Officer / Department Manager, Purchasing Dept. and General Manager, Purchasing Div.	Hitoshi Furuya
Officer / Deputy Department Manager, Manufacturing Dept. and Department Manager, Image-forming Products Dept.	Katsuyuki Ohta
Officer / Deputy Department Manager, Manufacturing Dept. and Department Manager, Electronic Material Dept.	Hiroshi Asaba
Officer / Deputy Department Manager, Marketing Dept. and General Manager, Electronic Material Marketing Div. 2	Kobun Iwasaki
Officer / ERP Project Leader	Hidekatsu Kohara
Officer, Managing Director of OHKA EUROPE LTD.	Kenji Tazawa
Officer / Deputy Department Manager, Research and Development Dept.	Hiroji Komano

4. Structural reform (as of 11 April)

(1) An Inspection Division will be newly established in the Manufacturing Department.

5. Personnel changes

(1) As of 11 April

[Manufacturing Department]

New Assignment	Current Assignment	No change / Current Assignment	Name
General Manager, Inspection Div.	General Manager, Quality Assurance Div.		Takayuki Sato
General Manager, Quality Assurance Div.	Manager, Quality Assurance Sec. 1, Quality Assurance Div.		Harutoshi Sato
General Manager, Aso Plant, Electronic Material Dept.	General Manager, Utsunomiya Plant, Electronic Material Dept.		Hajime Fujisita
General Manager, Utsunomiya Plant, Electronic Material Dept.	Manager, Manufacturing Sec. 2, Gotemba Plant, Electronic Material Dept.		Motomu Yoneta

(2) As of 15 April

[Manufacturing Department]

New Assignment	Current Title	No change / Current Assignment	Name
General Manager, Yamanashi Plant, Image-forming Products Dept.	Director of TOK ITALIA S.p.A.		Shigeru Otawa

Forward-Looking Statement: This news release contains forward-looking statements based on management's current expectations, estimates and projections. All statements that address expectations or projections about the future,

including statements about the company's strategy for growth, product development, market position, expected expenditures and financial results are forward-looking statements. Some of the forward-looking statements may be identified by words like "expects", "anticipates", "plans", "intends", "projects", "indicates", "believes", and similar expressions. These statements are not guarantees of future performance and involve a number of risks, uncertainties and assumptions. Many factors, including those discussed more fully elsewhere in this release and in TOK's filings with the Ministry of Finance of Japan and Tokyo Stock Exchange, Inc., particularly its latest annual report and semiannual report, as well as others, could cause results to differ materially from those stated. These factors include, but are not limited to changes in the laws, regulations, policies and economic conditions, including inflation, deflation, interest and foreign currency exchange rates, of countries in which the company does business; competitive pressures; successful integration of structural changes, including restructuring plans, acquisitions, divestitures and alliances; cost of raw materials, research and development of new products, including regulatory approval and market acceptance.

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Contact: H. Akama (Mr.)
Manager, Public Relations Section
TEL. +81-44-435-3000 FAX. +81-44-435-3020
h-akama@tok.co.jp

Attachments

Profiles of the representative directors

Profile of Mr. Haruhiko Uchida,

Newly Appointed Chairman of the Board (Representative Director)

(Pending approval at this year's annual shareholders meeting in late June and the board of directors meeting held right after it)

Mar. 22, 1934	Born in Tokyo, Japan
Mar. 1957	Graduated from school of Commerce , Waseda University
Apr. 1957	The Bank of Mitsubishi, Ltd. (Currently The Bank of Tokyo-Mitsubishi, Ltd.)
May. 1983	General Manager, Kawasaki Branch, The Bank of Mitsubishi, Ltd.
Feb. 1985	General Manager, Osaka-nishi Branch, The Bank of Mitsubishi, Ltd.
Sep. 1986	Senior Super Intendant, The Bank of Mitsubishi, Ltd.
Dec. 1986	Tokyo Ohka Kogyo Co., Ltd. (TOK)
Feb. 1987	Director / General Manager, Accounting Division, TOK
Jun. 1987	Managing Director / Department Manager, Accounting Department, TOK
Jun. 1988	Representative Director, Executive Director / Department Manager, Accounting Department, TOK
Apr. 1994	Representative Director, Executive Director / Department Manager, Administration Department, TOK
Jun. 2002	Representative Director, President, TOK
Jun. 2003	Representative Director, President & Officer, TOK [currently]

Attachments

Profiles of the representative directors

Profile of Mr. Yoichi Nakamura,

Newly Appointed Representative Director, President & Chief Executive Officer

(Pending approval at this year's annual shareholders meeting in late June and the board of directors meeting held right after it)

Nov. 25, 1950	Born in Tochigi Prefecture, Japan
Mar. 1974	Graduated from Department of Applied Chemistry, Faculty of Science, Science University of Tokyo (Currently Tokyo University of Science)
Apr. 1974	Tokyo Ohka Kogyo Co., Ltd. (TOK)
Jan. 1993	Director, Ohka America, Inc. (Fully owned subsidiary of TOK)
Oct. 1997	General Manager, Quality Assurance Division, TOK
Jun. 2000	Deputy Department Manager, Manufacturing Department and Department Manager, Electronic Material Department, TOK
Jun. 2001	Director / Deputy Department Manager, Manufacturing Department and Department Manager, Electronic Material Department, TOK
Oct. 2001	Director, TOK Director, President, Ohka America, Inc.
Mar, 2003	Director / Department Manager, Research and Development Department, TOK
Jun. 2003	Director & Officer / Department Manager, Research and Development Department, TOK [currently]
Dec. 2003	Director, Consortium for Advanced Semiconductor Materials and Related Technologies [currently]