

March, 23. 2007

## Notice on Changes of Organization and Personnel

The Board of Directors of the Company at its meeting held on March 23, 2007 made the following resolutions regarding the change in organization and personnel:

### 1. Personnel Changes ( Effective April 1, 2007 )

| New position                                                                                                          | Name                | Former position Name                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Director, Technical Advisor                                                                                           | Katsunori SHIMASAKI | Director, Corporate Officer,<br>Technology Support &<br>Production Management Div.;<br>General Manager,<br>Research & Development<br>Head of Techno-Center;            |
| Director, Corporate Officer,<br>Industrial Recycling Business<br>Div.;<br>General Manager,<br>Overseas Business Dept. | Noboru AKAHANE      | Director, Corporate Officer,<br>Industrial Recycling Business<br>Div.;<br>General Manager,<br>Overseas Business Dept.;<br>General Manager, Corporate<br>Planning Div.; |
| Director, Corporate Officer,<br>Administration Div.                                                                   | Tomoya HIGASHIURA   | Director, Corporate Officer,<br>Administration Div.;<br>General Manager, CSR Div.                                                                                      |

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| General Manager,<br>Corporate Planning Div.;<br>General Manager,<br>CSR Div.                                                                                                          | Toshio KIMURA  | Executive Advisory Officer                                                                                                     |
| Corporate Officer,<br>Technology Support &<br>Production Management Div.;<br>General Manager,<br>Manufacture Dept.;<br>General Manager,<br>Environmental & Safety<br>Management Dept. | Masaki HIRANO  | Corporate Officer,<br>General Manager,<br>Manufacture Dept.;<br>General Manager,<br>Environmental & Safety<br>Management Dept. |
| General Manager,<br>Environmental Business Dept.                                                                                                                                      | Hiromasa IWAKI | Manager of Fukuoka Office;<br>Sales Promotion Manager,<br>Precious Metal Business Dept.                                        |
| General Manager,<br>Research & Development;<br>Head of Techno-Center;                                                                                                                 | Takashi ONISHI | Assistant to Director of<br>Technology Support &<br>Production Management                                                      |

## 2. Change of Organization

In conjunction with the personnel changes outlined above, the company will discontinue the organization of Executive Advisory Office that presides over CEO projects.