

## Notice Regarding Personnel Changes in Representative Directors and Executive Officers

Denka Company Limited (Headquarters: Chuo-ku, Tokyo; President: Toshio Imai; hereinafter, "Denka") announces that its Board of Directors passed a resolution on changes in Representative Directors and Executive Officers, changes in their work responsibilities at a meeting held on February 7, 2025. Details are as follows.

### 1. Changes in Representative Directors

#### (1) Reason for the Changes

To Change the Management Setup.

#### (2) Details of the Changes

New Position	Current Position	Name
Chairman and Representative Director	Representative Director, President & CEO	Toshio Imai
Representative Director, President & CEO	Director and Managing Executive Officer	Ikuo Ishida
Director and Executive Fellow	Representative Director and Senior Managing Executive Officer	Kazuo Takahashi

#### (3) Career Profile of the New Representative Director

Refer to the Annex.

#### (4) Scheduled Date of Changes in Representative Directors

April 1, 2025

### 2. Changes in Directors

#### (1) Changes in Chairman, Board of Director (Effective April 1, 2025)

Name	New Position	Current Position
Manabu Yamamoto	Special Advisor to Directors	Director Chairman of the Board

#### (2) Setup of Directors (To be submitted to the 166th Annual General Shareholders' Meeting in late June, 2025)

##### ① Candidates for Director who are not Audit Committee Members

Toshio Imai (Reappointment)

Ikuo Ishida (Reappointment)

Rimiru Hayashida (New Appointment, Current Managing Executive Officer ⇒ Promoted to Senior Managing Executive Officer in April 1, 2025)

Masanobu Kosaka (New Appointment, Current Executive Officer ⇒ Promoted to Managing Executive Officer in April 1, 2025)

Rumiko Nakata (Reappointed outside Director)

② Candidates for Director who are Audit Committee Members

Mizuhiro Uchida (Reappointment, Full-time Audit Committee Member)

Toshio Kinoshita (Reappointed outside Director)

Akio Yamamoto (Reappointed outside Director)

Miyuki Matoba (Reappointed outside Director)

(3) Directors to retire from office (Retirement from Office due to the Expiration of Their Term of Office upon the conclusion of the 166th Annual General Shareholders' Meeting)

① Directors who are not Audit Committee Members to retire from office

Manabu Yamamoto (will become a Special Advisor from April 1, 2025)

Kazuo Takahashi (will become an Executive Fellow from April 1, 2025)

3. Formation of Executive Officers (Effective April 1, 2025)

(1) Promotions and changes in work responsibilities

Name	New Position	Current Position
Ikuo Ishida	<u>President &amp; CEO</u> (Promoted)	Managing Executive Officer Chief Human Resource Officer (CHRO) Chief Compliance Officer (CCO) Corporate Planning Dept., Best Practice Promoting Dept., HR Dept., DCU, DCG, Chinese Business
Rimiru Hayashida	<u>Senior Managing Executive Officer</u> (Promoted) Chief Financial Officer (CFO) <u>Chief Supply Chain Officer (CSCO)</u> Accounting Dept., Finance Dept., Corporate Communications Dept., Purchasing Dept., Logistics Dept.	Managing Executive Officer Chief Financial Officer (CFO) Accounting Dept., Finance Dept., Corporate Communications Dept.
Yukio Sasagawa	(No Change)	Managing Executive Officer Gosen Site
Masanobu Kosaka	<u>Managing Executive Officer</u> (Promoted) <u>Chief Technical Officer (CTO)</u> Production & Process Technology Dept., Digital Strategy & Innovation Dept., <u>Engineering Dept.</u>	Executive Officer Production & Process Technology Dept., Digital Strategy & Innovation Dept., Sustainability Promotion Dept.
Kei Hara	<u>Managing Executive Officer</u> (Promoted) <u>Chief Human Resource Officer (CHRO)</u> <u>Chief Compliance Officer (CCO)</u> <u>Corporate Planning Dept.,</u> <u>Best Practice Promoting Dept.,</u> <u>HR Dept., DCU, DCG, Chinese Business</u>	Executive Officer Polymer Solutions
Michio Kawamura	Executive Officer <u>Environment and Safety Dept.,</u> <u>Quality Assurance Dept.,</u> <u>Sustainability Promotion Dept.</u>	Executive Officer Managing Director of DCHA, DSPL, DAPL
Masahiro Kawai	Executive Officer <u>Managing Director of DCHA, DSPL, DAPL</u>	Executive Officer Chiba Plant

Takeshi Hagiwara	(No Change)	Executive Officer Omi Plant
Masahiro Omata	Executive Officer <u>Polymer Solutions</u>	Executive Officer Elastomers & Infrastructure Solutions
Hiroto Horiuchi	(No Change)	Executive Officer Electronics & Innovative Products
Tetsuo Noguchi	(No Change)	Executive Officer Shibukawa Plant
Koji Nishimura	(No Change)	Executive Officer Omuta Plant
Taro Inada	(No Change)	Executive Officer Life Innovation
Akinori Adachi	(No Change)	Executive Officer Administrative Dept., Legal Dept., Secretary Dept., Internal Control Dept

(2) Newly Appointed

Name	New Position	Current Position
Muneatsu Miida	<u>Executive Officer</u> (Newly Appointed) <u>President of Denka Performance Elastomer LLC</u>	Vice President of Denka Performance Elastomer LLC
	Career summary	April 1, 1986 Joined the Company October 1, 2021 Chairman of Denka Advanced Materials Vietnam Co., Ltd. June 1, 2023 Vice President of Denka Performance Elastomer LLC May 20, 2024 Deputy General Manager Corporate Planning Dept. October 1, 2024 Vice President of Denka Performance Elastomer LLC
Hiromichi Awada	<u>Executive Officer</u> (Newly Appointed) <u>Chiba Plant</u>	Deputy General Manager, Chiba Plant General Manager, Chiba Sustainability Promotion Dept.
	Career summary	April 1, 1988 Joined the Company October 1, 2014 General Manager of Production Dept. 1, Chiba Plant January 1, 2022 Deputy General Manager, Chiba Plant General Manager of Chiba Sustainability Promotion Dept.
Akira Kasahara	<u>Executive Officer</u> (Newly Appointed) General Manager Accounting Dept.	General Manager Accounting Dept.
	Career summary	April 1, 1992 Joined the Company April 1, 2021 General Manager Accounting Dept.

Koya Takahashi	<u>Executive Officer (Newly Appointed)</u> <u>Elastomers &amp; Infrastructure Solutions</u>		General Manager Water&Agri-products Dept., Elastomers & Infrastructure Solutions
	Career summary	January 1,1993 Joined the Company (former Toyo Chemical Co., Ltd.) January 1, 2020 General Manager of Tohoku Branch April 1, 2022 General Manager Environmental Materials Dept., Elastomers & Infrastructure Solutions April 1, 2024 General Manager Water&Agri-products Dept., Elastomers & Infrastructure Solutions	
Masahide Yamada	<u>Executive Officer (Newly Appointed)</u> <u>Chief Scientific Officer (CSO)</u> <u>New Business Development</u> <u>Innovation Center</u>		Deputy Division Director, Electronics & Innovative Products
	Career summary	March 1, 2018 Joined the Company April 1, 2020 General Manager Advanced Polymer Research Dept., Advanced Technologies Research Institute April 1, 2023 Deputy Division Director, Electronics & Innovative Products	

(3) Retired

Name	New Position	Current Position
Kazuo Takahashi	<u>Will become an Executive Fellow</u> (Will retire as Senior Managing Executive Officer at the end of March.)	Senior Managing Executive Officer Chief Technical Officer (CTO) Purchasing & Logistics Dept., Environment and Safety Dept., Quality Assurance Dept., Engineering Dept.
Kazuya Tokumoto	<u>Will become an Advisor</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer President of Denka Performance Elastomer LLC
Hideki Toya	<u>Will become an Executive Fellow</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer Chief Scientific Officer (CSO) New Business Development Innovation Center
Ken Watanabe	<u>Will become a contract employee</u> (Will retire as Executive Officer at the end of March.)	Executive Officer Deputy Division Director of the New Business Development New Business Creation Dept. Special assignment (Strengthening of group internal control)

(Note) DCHA: Denka Chemicals Holdings Asia Pacific Pte.Ltd.  
DSPL: Denka Singapore Pte. Ltd.  
DAPL: Denka Advantech Pte. Ltd.  
DCU: Denka Corporation  
DCG: Denka Chemicals G.m.b.H

## Career Profile of Ikuo Ishida

Place of Birth: Osaka Prefecture

Date of Birth: March 7, 1962

Career Profile:

March 1985	Graduated from the Faculty of Economics, Osaka Prefecture University (former Osaka Metropolitan University)
April 1985	Joined the Company
April 2009	General Manager, Functional Films Dept., Electronics Materials Div. of Electronics Materials Business Group of the Company
October 2011	General Manager, Advanced Fillers Dept., Electronics Materials Business Group of the Company
October 2013	General Manager, Advanced Specialty Materials Dept., Electronics & Innovative Products of the Company
April 2017	Assistant General Manager, Electronics & Innovative Products of the Company
April 2019	Executive Officer and General Manager, Electronics & Innovative Products of the Company
April 2023	Managing Executive Officer Chief Human Resource Officer (CHRO) Chief Compliance Officer (CCO) Corporate Planning Dept., Best Practice Promoting Dept., HR Dept., DCU, DCG, Chinese Business
June 2023	Director and Managing Executive Officer Chief Human Resource Officer (CHRO) Chief Compliance Officer (CCO) Corporate Planning Dept., Best Practice Promoting Dept., HR Dept., DCU, DCG, Chinese Business
April 2025	Representative Director, President & CEO

Number of the Company's Shares Held 8,233 shares(of the shares above, number of shares to be delivered pursuant to stock delivery trust system: 2,633)