

December 26, 2025

Denka Company Limited

## Notice Regarding Personnel Changes in Executive Officers

Denka Company Limited (Headquarters: Chuo-ku, Tokyo; President: Ikuo Ishida; hereinafter, "Denka") announces that it has made decisions concerning changes in Executive Officers and their work responsibilities. Details are as follows.

### 1. Changes in Executive Officers

Name	New Position	Current Position
Kei Hara	<p>(Effective December 26, 2025)</p> <p>Managing Executive Officer</p> <p>Chief Human Resource Officer (CHRO)</p> <p>Chief Compliance Officer (CCO)</p> <p>Corporate Planning Dept.,</p> <p>Best Practice Promoting Dept.,</p> <p>HR Dept., DCU, DCG, Chinese Business,</p> <p><u>Representative Director, President of Akros Trading Co. Ltd. (Acting)</u></p>	<p>Managing Executive Officer</p> <p>Chief Human Resource Officer (CHRO)</p> <p>Chief Compliance Officer (CCO)</p> <p>Corporate Planning Dept.,</p> <p>Best Practice Promoting Dept.,</p> <p>HR Dept., DCU, DCG, Chinese Business</p>
Hiroto Horiuchi	<p>(To be effective late January 2026)</p> <p><u>Managing Executive Officer (Promoted)</u></p> <p><u>Representative Director, President, and Chief Executive Officer of Akros Trading Co. Ltd.</u></p>	<p>Executive Officer</p> <p>Electronics &amp; Innovative Products</p>
Tomoya Kowada	<p>(To be effective late January 2026)</p> <p><u>Executive Officer (Newly Appointed)</u></p> <p><u>Electronics &amp; Innovative Products</u></p>	<p>General Manager Advanced Specialty Materials Dept. and Deputy General Manager Business Promoting Dept.,</p> <p>Electronics &amp; Innovative Products</p>
	<p>Career summary</p> <p>April 1, 1998 Joined the Company</p> <p>April 1, 2023 General Manager Advanced Specialty Materials Dept.,</p> <p>Electronics &amp; Innovative Products</p>	

(Note) DCU: Denka Corporation

DCG: Denka Chemicals G.m.b.H

### 2. Reason for the Changes

As described in "Notice of changes in Representative Director" announced on the date of this release by Akros Trading Co. Ltd. (Headquarters: Minato-ku, Tokyo; hereinafter, "Akros Trading"), a consolidated subsidiary of Denka, Koki Tabuchi, the former Representative Director, President, and Chief Executive Officer of Akros Trading, resigned from his position as Representative Director, President, and Chief Executive Officer of Akros Trading on December 24, 2025, owing to personal circumstances. From the perspective of preventing any gaps in management, Akros Trading decided to appoint Kei Hara, Director of

Akros Trading (serving concurrently as Managing Executive Officer of Denka), as Representative Director, President (Acting), effective December 26, 2025, as a temporary measure. Akros Trading plans to make Hiroto Horiuchi (Executive Officer of Denka) a candidate for successor Representative Director, President and Chief Executive Officer of Akros Trading, subject to approval at the Extraordinary General Shareholders' Meeting and meeting of the Board of Directors of Akros Trading to be held in late January 2026. In accordance with these changes, the number of Executive Officers of Denka will also be increased by one.

[For Inquiries from Media]

Corporate Communications Dept. Tel: +81-3-5290-5511

(Weekdays 9:00 a.m. to 5:00 p.m. Excluding the year-end and New Year holiday period  
(December 29 to January 4).)