

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 and changes in their work responsibilities at a meeting held on February 7, 2023. Details are as follows.

1. Changes in Representative Directors

(1) Reason for the change

To change the management setup.

(2) Details of the change

New Position	Current Position	Name
Chairman and Director	Chairman and Representative Director	Manabu Yamamoto
Representative Director and Senior Managing Executive Officer	Director and 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, 2023

2. Changes in Directors

(1) Setup of Directors (To be submitted to the 164th Annual General Shareholders’ Meeting in late June)

① Candidates for Director who are not Audit Committee Members

Manabu Yamamoto (Reappointment)

Toshio Imai (Reappointment)

Kazuo Takahashi (Reappointment)

Ikuro Ishida (New appointment, current Executive Officer

⇒ Promoted to Managing Executive Officer in April)

Yoshiyuki Fukuda (Reappointed outside Director)

② Candidates for Director who are Audit Committee Members

Mizuhiro Uchida (New appointment, full-time Audit Committee Member and General Manager of the Internal Control Dept.)

Toshio Kinoshita (Reappointed outside Director)

Akio Yamamoto (Reappointed outside Director)

Miyuki Matoba (Reappointed outside Director)

(2) Directors to retire from office (Retirement from office due to the expiration of their term of office upon the conclusion of the 164th Annual General Shareholders' Meeting)

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

Tetsuya Shinmura Will become an advisor in April.

② Directors who are Audit Committee Members to retire from office

Masaharu Suzuki Will become an advisor after retiring from office.

3. Changes in Executive Officers (Effective April 1, 2023)

Name	New Position	Current Position
Toshio Imai	No Change	President and Chief Executive Officer
Tetsuya Shinmura	<u>Will become an advisor to the Company.</u> (Will retire as Senior Managing Executive Officer at the end of March.)	Senior Managing Executive Officer Chief Technical Officer (CTO) Purchasing Dept., Logistics Dept., Production & Process Technology Dept., Engineering Dept., Digital Strategy & Innovation Dept.
Koki Tabuchi	<u>Will become the Representative Director and President of Akros Trading Co. Ltd. in mid-June</u> <u>(Will become an advisor to the Company and an advisor to Akros Trading Co. Ltd. in April.)</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer Elastomers & Infrastructure Solutions
Shojiro Watanabe	<u>Will become an advisor to the Company.</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer Supervisor of Environmental Measures Promotion Internal Control Dept., Environment and Safety Dept., Sustainability Promotion Dept., Quality Assurance Dept.

Name	New Position	Current Position
Nobuyuki Yoshino	No Change	Managing Executive Officer Chief Scientific Officer (CSO) New Business Development
Kazuya Tokumoto	Managing Executive Officer <u>President of Denka Performance Elastomer LLC</u>	Managing Executive Officer Chiba Plant
Hideki Takahashi	No Change	Managing Executive Officer Life Innovation
Kazuo Takahashi	<u>Senior Managing Executive Officer (Promoted)</u> <u>Chief Technical Officer (CTO)</u> <u>Chief Compliance Officer (CCO)</u> <u>Purchasing Dept., Logistics Dept.,</u> <u>Production & Process Technology Dept.,</u> <u>Engineering Dept., Digital Strategy & Innovation Dept.</u>	Managing Executive Officer Chief Compliance Officer (CCO) Chief Human Resource Officer (CHRO) HR Dept., Corporate Planning Dept., Corporate Communications Dept., DCU, DCG
Rimiru Hayashida	<u>Managing Executive Officer (Promoted)</u> Accounting Dept., Finance Dept.	Executive Officer Accounting Dept., Finance Dept.
Yoshimi Ishizuka	<u>Will become an advisor to the Company.</u> (Will retire as Executive Officer at the end of March.)	Executive Officer Omuta Plant
Kiyoshi Asami	<u>Will become an advisor to the Company.</u> (Will retire as Executive Officer at the end of March.)	Executive Officer Secretary Dept., Administrative Dept., Legal Dept.
Ikuo Ishida	<u>Managing Executive Officer (Promoted)</u> <u>Chief Human Resource Officer (CHRO)</u> <u>Corporate Planning Dept., HR Dept.,</u> <u>Corporate Communications Dept., DCU,</u> <u>DCG, Chinese Business</u>	Executive Officer Electronics & Innovative Products
Yasuo Nakatomi	No Change	Executive Officer Gosen Site
Yukio Sasagawa	Executive Officer <u>Omuta Plant</u>	Executive Officer Shibukawa Plant
Mikio Shimizu	<u>Will become a part-time employee (Assistant to the Chief Technical Officer) of the Company.</u> (Will retire as Executive Officer at the end of March.)	Executive Officer President of Denka Performance Elastomer LLC

Name	New Position		Current Position
Hideki Toya	No Change		Executive Officer Assistant to New Business Development Innovation Center
Masanobu Kosaka	Executive Officer <u>Supervisor of Environmental Measures</u> <u>Promotion</u> <u>Environment and Safety Dept.,</u> <u>Sustainability Promotion Dept., Quality</u> <u>Assurance Dept.</u>		Executive Officer Omi Plant
Kenjiro Ishizuka	Representative Director and President of Toyo Styrene Co., Ltd. (Will retire as Executive Officer at the end of March.)		Executive Officer Polymer Solutions Representative Director and President of Toyo Styrene Co., Ltd.
Michio Kawamura	No Change		Executive Officer Managing Director, DCHA, DSPL, DAPL
Masahiro Kawai	<u>Executive Officer (Newly Appointed)</u> <u>Chiba Plant</u>		Deputy General Manager of Omuta Plant
	Career summary	April 1, 1989 Joined the Company February 1, 2014 Engineering Dept., General Manager of Chiba Engineering July 1, 2021 Engineering Dept., General Manager of Omuta Engineering April 1, 2022 Deputy General Manager of Omuta Plant	
Takeshi Hagiwara	<u>Executive Officer (Newly Appointed)</u> <u>Omi Plant</u>		Engineering Dept., General Manager of Omi Engineering
	Career summary	April 1, 1990 Joined the Company April 1, 2014 Engineering Dept., General Manager of Omuta Engineering September 1, 2017 Engineering Dept., General Manager of Omi Engineering	
Masahiro Omata	<u>Executive Officer (Newly Appointed)</u> <u>Elastomers & Infrastructure Solutions</u>		General Manager, Corporate Planning Dept.
	Career summary	April 1, 1989 Joined the Company April 1, 2019 General Manager of the Corporate Planning Office April 1, 2020 General Manager of the Corporate Planning Dept.	
Kei Hara	<u>Executive Officer (Newly Appointed)</u> <u>Polymer Solutions</u>		General Manager of the HR Dept.
	Career summary	April 1, 1991 Joined the Company January 1, 2014 President of DCU April 1, 2021 General Manager of the HR Dept.	

Name	New Position		Current Position
Ken Watanabe	<u>Executive Officer (Newly Appointed)</u> <u>Administrative Dept., Legal Dept.,</u> <u>Internal Control Dept., Secretary Dept.</u>		General Manager of the Legal Dept.
	Career summary	October 1, 2017 Joined the Company January 1, 2018 General Manager of the Legal Office April 1, 2020 General Manager of the Legal Dept.	
Hiroto Horiuchi	<u>Executive Officer (Newly Appointed)</u> <u>Electronics & Innovative Products</u>		Electronics & Innovative Products General Manager of the Special Conductive Materials Dept.
	Career summary	April 1, 1990 Joined the Company June 1, 2015 General Manager of the Elastomer & Functional Resin, Special Conductive Materials Dept. April 1, 2018 General Manager of the Electronics & Innovative Products, Special Conductive Materials Dept.	
Tetsuo Noguchi	<u>Executive Officer (Newly Appointed)</u> <u>Shibukawa Plant</u>		Deputy Division Director Elastomers & Infrastructure Solutions
	Career summary	April 1, 1992 Joined the Company October 1, 2016 General Manager of Chiba Plant, Polymer Research April 1, 2019 General Manager of Omi Plant, Organic Materials Research April 1, 2022 Deputy General Manager of the Elastomers & Infrastructure Solutions	

(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 Kazuo Takahashi

Place of birth: Hiroshima Prefecture, Japan

Date of birth: March 30, 1960

Career Profile

March 1983	Graduated from School of Engineering, Hokkaido University
April 1983	Joined the Company
October 2013	Deputy General Manager of Chiba Plant
April 2015	General Manager of Ofuna Plant
April 2017	Executive Officer Omuta Plant
April 2019	Executive Officer President of Denka Performance Elastomer LLC
April 2021	Managing Executive Officer Chief Compliance Officer (CCO) Corporate Planning Dept., Corporate Communications Dept., Automotive Materials & Solutions Dept., DCU, DCG Denka Value-Up Promotion
June 2021	Director and Managing Executive Officer Chief Compliance Officer (CCO) Corporate Planning Dept., Corporate Communications Dept., Automotive Materials & Solutions Dept., DCU, DCG Denka Value-Up Promotion
April 2022	Director and Managing Executive Officer Chief Compliance Officer (CCO) Chief Human Resource Officer (CHRO) HR Dept., Corporate Planning Dept., Corporate Communications Dept., DCU, DCG
April 2023	Representative Director and Senior Managing Executive Officer Chief Technical Officer (CTO) Chief Compliance Officer (CCO) Purchasing Dept., Logistics Dept., Production & Process Technology Dept., Engineering Dept., Digital Strategy & Innovation Dept.

Number of the Company's shares held

5,000 Shares