

Notice Regarding Changes in 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 Executive Officers and changes in their work responsibilities at a meeting held on February 7, 2024. Details are as follows.

1. Changes in Directors

(1) Setup of Directors

1. Candidates for Director who are not Audit Committee Members (To be submitted to the 165th Annual General Shareholders' Meeting in late June)

Manabu Yamamoto (Reappointment)

Toshio Imai (Reappointment)

Kazuo Takahashi (Reappointment)

Ikuo Ishida (Reappointment))

Rumiko Nakata (Newly appointed outside Director, outside Director of Kyowa Kirin Co., Ltd.)

2. Director serving as Audit Committee Member

No change

- (2) Directors to retire from office (Retirement from office due to the expiration of their term of office upon the conclusion of the 165th Annual General Shareholders' Meeting)

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

Yoshiyuki Fukuda

2. Changes in Executive Officers (Effective April 1, 2024)

Major Policies for Personnel Changes

- (1) Strengthening of Safety and Quality Corporate Function
- (2) Changes in the system of Life Innovation
- (3) Changes in the system of New Business Development

Name	New Position	Current Position
Toshio Imai	No Change	President and Chief Executive Officer
Kazuo Takahashi	Senior Managing Executive Officer Chief Technical Officer (CTO) Purchasing Dept., Logistics Dept., <u>Environment and Safety Dept.</u> , Quality Assurance Dept., Engineering Dept.	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.
Nobuyuki Yoshino	<u>Will become an advisor to the Company.</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer Chief Scientific Officer (CSO) New Business Development
Kazuya Tokumoto	No Change	Managing Executive Officer President of Denka Performance Elastomer LLC
Hideki Takahashi	<u>Will become a part-time employee</u> (Will retire as Managing Executive Officer at the end of March.)	Managing Executive Officer Life Innovation
Rimiru Hayashida	No Change	Managing Executive Officer Accounting Dept., Finance Dept.
Ikuo Ishida	Managing Executive Officer Chief Human Resource Officer (CHRO) <u>Chief Compliance Officer (CCO)</u> Corporate Planning Dept., HR Dept., Corporate Communications Dept., DCU, DCG, Chinese Business	Managing Executive Officer Chief Human Resource Officer (CHRO) Corporate Planning Dept., HR Dept., Corporate Communications Dept., DCU, DCG, Chinese Business
Yasuo Nakatomi	<u>Will become a part-time employee</u> (Will retire as Executive Officer at the end of March.)	Executive Officer Gosen Site
Yukio Sasagawa	<u>Managing Executive Officer (promoted)</u> <u>Gosen Site</u>	Executive Officer Omuta Plant
Hideki Toya	<u>Managing Executive Officer (promoted)</u> <u>Chief Scientific Officer (CSO)</u> <u>New Business Development</u> Innovation Center	Executive Officer Assistant to New Business Development Innovation Center
Masanobu Kosaka	Executive Officer <u>Production & Process Technology Dept.</u> , <u>Digital Strategy & Innovation Dept.</u> , Sustainability Promotion Dept.	Executive Officer Supervisor of Environmental Measures Promotion Environment and Safety Dept., Sustainability Promotion Dept., Quality Assurance Dept.

Name	New Position		Current Position
Michio Kawamura	No Change		Executive Officer Managing Director, DCHA, DSPL, DAPL
Masahiro Kawai	No Change		Executive Officer Chiba Plant
Takeshi Hagiwara	No Change		Executive Officer Omi Plant
Masahiro Omata	No Change		Executive Officer Elastomers & Infrastructure Solutions
Kei Hara	No Change		Executive Officer Polymer Solutions
Ken Watanabe	Executive Officer <u>Deputy General Manager of the New Business Development</u> <u>New Business Creation Dept.</u> <u>Special assignment (Strengthening of group internal control)</u>		Executive Officer Administrative Dept., Legal Dept., Secretary Dept., Internal Control Dept.
Hiroto Horiuchi	No Change		Executive Officer Electronics & Innovative Products
Tetsuo Noguchi	No Change		Executive Officer Shibukawa Plant
Koji Nishimura	<u>Executive Officer</u> (Newly Appointed) <u>Omuta Plant</u>		Deputy General Manager Omuta Plant
	Career summary	April 1, 1993 Joined the Company August 1, 2017 General Manager of Production Technology Dept. at Omuta Plant October 1, 2020 General Manager of Process Technology Dept. at Gosen Site April 1, 2021 General Manager of Production Technology Dept. at Gosen Site April 1, 2023 Deputy General Manager of Omuta Plant	
Taro Inada	<u>Executive Officer</u> (Newly Appointed) <u>Life Innovation</u>		Deputy General Manager Life Innovation
	Career summary	April 1, 1993 Joined the Company April 1, 2014 General Manager of New Business Planning Office April 1, 2015 General Manager of Global Innovation, New Business Planning & Development Dept. April 1, 2017 Representative of Denka-KEW Genomics September 1, 2023 Deputy General Manager of Life Innovation	
Akinori Adachi	<u>Executive Officer</u> (Newly Appointed) <u>Administrative Dept., Legal Dept., Secretary Dept., Internal Control Dept.</u>		General Manager HR Dept.
	Career summary	April 1, 1992 Joined the Company April 1, 2023 General Manager of the HR Dept.	

(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