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February 6, 2026

To whom it may concern:

Company name: Denka Company Limited
Representative name: Ikuo Ishida
Representative Director, President & CEO
(TSE Prime Code: 4061)
Shoji Koda,
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Notice Regarding Personnel Changes in Executive Officers

Denka Company Limited announces that its Board of Directors passed a resolution on changes in Executive Officers, changes in their work responsibilities at a meeting held on February 6, 2026. Details are as follows.

1. Formation of Executive Officers (Effective April 1, 2026)

(1) Promotions and changes in work responsibilities

Name	New position	Current position
Ikuo Ishida	(No Change)	President & CEO
Rimiru Hayashida	(No Change)	Senior Managing Executive Officer Chief Financial Officer (CFO) Chief Supply Chain Officer (CSO) Accounting Dept., Finance Dept., Corporate Communications Dept., Purchasing Dept., Logistics Dept.
Masanobu Kosaka	Managing Executive Officer Chief Technical Officer (CTO) <u>Production Engineering</u> , <u>New Business Development</u> <u>Technology Planning Dept.</u> , <u>Sustainability Promotion Dept.</u> , Digital Strategy & Innovation Dept.	Managing Executive Officer Chief Technical Officer (CTO) Production & Process Technology Dept., Digital Strategy & Innovation Dept., Engineering Dept.

Name	New position	Current position
Kei Hara	(No Change)	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
Hiroto Horiuchi	(No Change)	Managing Executive Officer Representative Director, President and Chief Executive Officer of Akros Trading Co. Ltd.
Michio Kawamura	<u>Managing Executive Officer (Promoted)</u> <u>Omi Plant</u>	Executive Officer Environment and Safety Dept., Quality Assurance Dept., Sustainability Promotion Dept.
Masahiro Kawai	(No Change)	Executive Officer Managing Director of DCHA, DSPL, DAPL
Takeshi Hagiwara	Executive Officer <u>Omuta Plant</u>	Executive Officer Omi Plant
Masahiro Omata	(No Change)	Executive Officer Polymer Solutions
Tetsuo Noguchi	Executive Officer <u>Gosen Site</u>	Executive Officer Shibukawa Plant
Koji Nishimura	Executive Officer <u>Production Engineering</u>	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
Hiromichi Awada	(No Change)	Executive Officer Chiba Plant
Akira Kasahara	(No Change)	Executive Officer General Manager Accounting Dept.
Koya Takahashi	(No Change)	Executive Officer Elastomers & Infrastructure Solutions
Masahide Yamada	Executive Officer New Business Development	Executive Officer Chief Scientific Officer (CSO) New Business Development Innovation Center
Tomoya Kowada	(No Change)	Executive Officer Electronics & Innovative Products

(2) Newly Appointed

Name	New position	Current position
	<u>Executive Officer (Newly Appointed)</u> <u>President of Denka Performance Elastomer LLC</u>	Assistant to the Chief Technical Officer
Jun Nakamoto	Career summary	April 1, 1999 Joined the Company August 1, 2022 General Manager Organic Materials Dept.2 Omi Plant April 1, 2024 General Manager Production Dept.4 Omata Plant October 1, 2025 Assistant to the Chief Technical Officer
Osamu Kunitomo		<u>Executive Officer (Newly Appointed)</u> <u>Shibukawa Plant</u>
	Career summary	April 1, 1999 Joined the Company January 1, 2022 General Manager Production Dept.4 Omata Plant April 1, 2024 General Manager R&D Management Dept. New Business Development

(3) Retired

Name	New position	Current position
Yukio Sasagawa	<u>Will retire as Managing Executive Officer</u>	Managing Executive Officer Gosen Site
Muneatsu Miida	<u>Will retire as Executive Officer</u>	Executive Officer President of Denka Performance Elastomer LLC

(Note) DCHA: Denka Chemicals Holdings Asia Pacific Pte. Ltd.

DSPL: Denka Singapore Pte. Ltd.

DAPL: Denka Advantech Pte. Ltd.

DCU: Denka Corporation

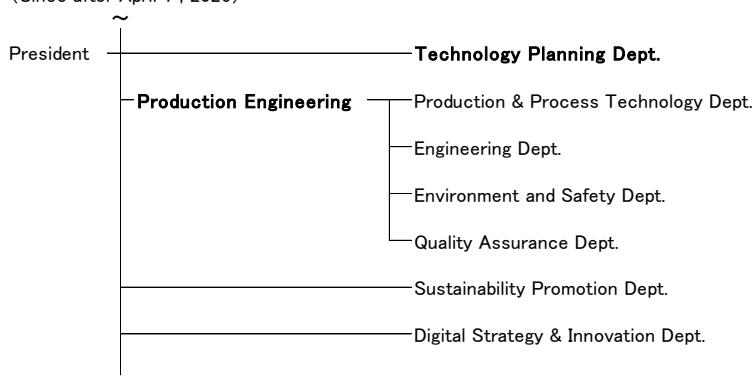
DCG: Denka Chemicals G.m.b.H

2. Organizational Reforms (Effective April 1, 2026)

<Restructuring of the technology-related corporate departments>

- To advance the company-wide integrated technology strategy for realizing the “Mission 2030” management plan, we will reorganize the technology-related corporate departments.
- Establish a new “Production Engineering” to oversee the , Production & Process Technology Dept., Engineering Dept., Environment and Safety Dept., and Quality Assurance Dept.
- The “Production Engineering” and “New Business Development” will be placed under the CTO's jurisdiction. A new “Technology Planning Dept.” will be established directly under the CTO to plan technology strategy operations.

(Since after April 1, 2026)



(Present)

