



April 30, 2025

To whom it may concern:

Company name: Harima Chemicals Group, Inc.
 Representative: Yoshihiro Hasegawa, President
 (Code: 4410; Tokyo Stock Exchange Prime Market)
 Address inquiries to: Yoshihito Kobayashi,
 Director, Human Resources and General Affairs
 (Tel. +81-6-6201-2461)

Notice of Senior Personnel Changes

The following is a notice of the latest changes in the senior personnel of Harima Chemicals Group, Inc., decided during the Board of Directors' Meeting of April 30, 2025, and which will be finalized during the Shareholders' Meeting of June 26, 2025.

1. Reassignment of Directors (as of June 26, 2025)

| Name | New Position | Former Position |
|--------------------|---|---|
| Yoshihiro Hasegawa | President | President |
| Teruo Kaneshiro | Advisor | Senior Executive Managing Director Senior Managing Executive Officer |
| Ichiro Taninaka | Senior Executive Managing Director Senior Managing Executive Officer President, R&D Company | Senior Executive Managing Director Senior Managing Executive Officer President, R&D Company |

Profile of Senior Executive Managing Director

Name: Ichiro Taninaka
 Born: March 12, 1968
 Number of shares held: 39,285
 Career summary:

| | |
|--------------|--|
| April 1993 | Joined the Company |
| April 2005 | Director, Development, Central Research Laboratory |
| June 2008 | Operating Officer |
| June 2010 | Managing Director |
| January 2011 | Director, Corporate Planning |
| October 2012 | Director, Information System |
| October 2012 | Director, Auditing |
| | Director, Operation |
| June 2014 | Executive Managing Director |
| June 2014 | Managing Executive Officer |
| June 2014 | President & CEO, LAWTER B.V. |
| June 2020 | Senior Executive Managing Director (current position) |
| June 2020 | Senior Managing Executive Officer (current position) |
| June 2021 | Managing Director, Harima Chemicals, Inc. (current position) |
| March 2023 | President, R&D Company (current position) |
| June 2023 | Chairman, LAWTER B.V. |

2. Harima Chemicals Group, Inc.

“Reassignment of Directors and Appointment of Operating Officers”

1) **Reassignment of Directors and Appointment of Operating Officers** (as of June 26, 2025)

| Name | New Position | Former Position |
|----------------------------|--|--|
| Shunichiro Taoka | Executive Managing Director Managing Executive Officer Chairman, LAWTER B.V. Director, Corporate Planning | Executive Managing Director Managing Executive Officer Chairman, LAWTER B.V. Director, Corporate Planning |
| Eiketsu Ro | Executive Managing Director Managing Executive Officer President, Paper Chemicals Company | Executive Managing Director Managing Executive Officer President, Paper Chemicals Company |
| Hideo Yamada | Retired | Managing Director (Audit & Supervisory Committee Member) |
| Akio Kawabata -New | Managing Director (Audit & Supervisory Committee Member) | Managing Director (Audit & Supervisory Committee Member) -Substitute Director, Auditing |
| Tatsuya Michigami | Managing Director (Outside Audit & Supervisory Committee Member) | Managing Director (Outside Audit & Supervisory Committee Member) |
| Tsuneo Takahashi | Retired | Managing Director (Outside Audit & Supervisory Committee Member) |
| Junko Kano -New | Managing Director (Outside Audit & Supervisory Committee Member) | — |
| Yoshinari Hikosaka | Managing Director (Outside Audit & Supervisory Committee Member) -Substitute | Managing Director (Outside Audit & Supervisory Committee Member) -Substitute |
| Tomoaki Akazawa -New | Managing Director (Audit & Supervisory Committee Member) -Substitute Director, Auditing | Manager, Auditing |

2) **Appointment of Operating Officers** (as of June 26, 2025)

| Name | New Position | Former Position |
|-----------------------|--|--|
| Seishi Kumamoto | Senior Operating Officer President, Electronic Materials Company | Senior Operating Officer President, Electronic Materials Company |
| Yoshihiro Fujimoto | Senior Operating Officer Senior Director, Production Division Director, Safety/Environment/Quality Director, Production Engineering | Senior Operating Officer Senior Director, Production Division Director, Safety/Environment/Quality Director, Production Engineering |
| Kiyotaka Uetsuji | Senior Operating Officer Director, Accounting and Finance | Senior Operating Officer Director, Accounting and Finance Director, Information System |
| Yoshifumi Kajitani | Senior Operating Officer President, Resins and Tall Oil Products Company | Senior Operating Officer President, Resins and Tall Oil Products Company |
| Mikio Katayama | Senior Operating Officer President & CEO, LAWTER B.V. | Senior Operating Officer President & CEO, LAWTER B.V. |

| | | |
|------------------------|--|--|
| Shigeru Furuya | Operating Officer President, Harima USA, Inc. | Operating Officer President, Harima USA, Inc. |
| Yoshiaki Iwasa | Operating Officer Director, Business Management, Paper Chemicals Company Vice President, Hangzhou Hanghua Harima Chemicals Co., Ltd. | Operating Officer Director, Business Management, Paper Chemicals Company Vice President, Hangzhou Hanghua Harima Chemicals Co., Ltd. |
| Kazunari Sakai | Operating Officer Vice-President, Paper Chemicals Company Director, Sales, Paper Chemicals Company | Operating Officer Vice-President, Paper Chemicals Company Director, Sales, Paper Chemicals Company |
| Atsushi Fukui | Operating Officer Vice President, LAWTER B.V. | Operating Officer Vice President, LAWTER B.V. |
| Jaap van den Born | Operating Officer Director, Sales EMEA & NA, LAWTER B.V. | Operating Officer Director, Sales EMEA & NA, LAWTER B.V. |
| Hiroyuki Kozasa | Operating Officer Vice-President, Resins and Tall Oil Products Company Director, Business Planning, Resins and Tall Oil Products Company | Operating Officer Vice-President, Resins and Tall Oil Products Company Director, Business Planning, Resins and Tall Oil Products Company |
| Ken Uragami | Operating Officer Director, Purchasing | Operating Officer Director, Purchasing |
| Kazushige Inaoka | Operating Officer Director, R&D Center, R&D Company | Operating Officer Director, R&D Center, R&D Company |
| Yoshihito Kobayashi | Operating Officer Director, Human Resources and General Affairs | Operating Officer Director, Human Resources and General Affairs |
| Takahiro Fujiwara -New | Operating Officer Vice-President, Electronic Materials Company Director, Sales, Electronic Materials Company | Operating Officer Director, Sales, Electronic Materials Company |

-End-