

March 28, 2025

To Whom It May Concern,

Name of company: Nippon Kayaku Co., Ltd.
Name of representative: Atsuhiro Wakumoto, President
Code No.: 4272
Tokyo Stock Exchange, Prime Market
Contact: Masanori Igawa
General Manager of
Corporate Communications Division
(Tel: +81-3-6731-5237)

Notice of changes of Representative Directors and Executives

At the Board of Directors meeting held on March 28, 2025, the Company resolved to change in the Board of Directors and Executives as follows. This matter is scheduled to be officially decided by the Board of Directors following the approval of the 168th Ordinary General Meeting of Shareholders to be held on June 26, 2025.

1. Changes of Representative Directors

(1) Reason for Changes

To further enhance, strengthen, and develop the management system

(2) Candidates of New Representative Directors

Name	New Position(s)	Current Position(s)
Shigeyuki Kawamura	President Representative Director	Member of the Board Managing Director In charge of Mobility & Imaging Business Unit, Head of Safety Systems Group
Hiroshi Shimada	Representative Senior Managing Director In charge of Life Science Business Unit, Head of Pharmaceuticals Group	Member of the Board Managing Director In charge of Life Science Business Unit, Head of Pharmaceuticals Group

(3) Career highlights of Candidate of New Representative Directors

Please refer to the appendix for career highlights of candidate of new representative directors.

(4) Retiring Representative Directors

Name	New Position	Current Position(s)
Atsuhiro Wakumoto	Senior Advisor	President Representative Director
Yoshitsugu Ishida	Special Advisor	Representative Executive Vice President In charge of Corporate Planning Division, Corporate Communications Division, Finance & Accounting Division, Information Systems Division and Purchasing Division

(5) Schedule for Changes: June 26, 2025

2. Changes of Executives

(1) Candidates of New Member of the Board

Name	New Position(s)	Current Position(s)
Yasuhito Kato	Member of the Board Managing Director In charge of Technology Unit	Managing Director In charge of Technology Unit
Mitsuhiro Tsubakimoto	Member of the Board Outside Director	Special Advisor, Yoshikawa Kasei Co., Ltd. (current) President, Quaker Chemical Japan Co. Ltd. (current)

(2) Changes in the duties of Executives

Name	New Position(s)	Current Position(s)
Shinji Inoue	Member of the Board Managing Director In charge of Corporate Planning Division, Corporate Communications Division, Finance & Accounting Division, Information Systems Division and Purchasing Division	Member of the Board Managing Director In charge of Fine Chemicals Business Unit
Yoshiki Akatani	Managing Director In charge of Fine Chemicals Business Unit	Managing Director In charge of Color Materials Group, Fine Chemicals Business Unit
Takumi Fujita	Managing Director In charge of Mobility & Imaging Business Unit, Head of Safety Systems Group	Managing Director General Manager, Kayaku Safety Systems (Huzhou) Co., Ltd.

(3) Retiring the Member of the Board

Yo Ota, Member of the Board, Outside Director

(4) Schedule for Changes: June 26, 2025

3. Changes of Audit & Supervisory Board

(1) Candidate of New Audit & Supervisory Board

Name	New Position	Current Position
Nagafumi Saito	Audit & Supervisory Board	President, NIKKA FINE TECHNO CO., LTD.

(2) Retiring Audit & Supervisory Board

Name	New Position	Current Position
Megumi Machida	Advisor	Audit & Supervisory Board

(3) Schedule for Changes: June 26, 2025

Appendix

Career highlights of Candidate of New Representative Directors

Shigeyuki Kawamura	
Date of Birth: June 30, 1963	
Apr. 1987	Join the Company
Jun. 2008	Manager of Purchasing Division, Himeji Plant
Jun. 2010	Manager of Planning and Purchasing Division, Himeji Plant
Jun. 2016	Chairman & General Manager of Kayaku Safety Systems (Huzhou) Co., Ltd.
Jun. 2019	General Manager of Strategic Planning Division, Safety Systems Group
Jun. 2020	Executive Director
Apr. 2021	Deputy Head of the Safety Systems Group, and General Manager of Strategic Planning Division, Safety Systems Group
Jun. 2021	Senior Director
	Head of Safety Systems Group
Apr. 2022	Managing Director (current)
Jun. 2023	Member of the Board (current)
	In charge of Mobility & Imaging Business Unit, Head of Safety Systems Group (current)
Number of shares held: 21,655 (as of the end of September, 2024)	

Hiroshi Shimada	
Date of Birth: June 4, 1965	
Apr. 1989	Join the Company
Jun. 2012	Manager of Planning Department, Planning Division, Pharmaceuticals Group
Jun. 2018	President of NIPPONKAYAKU FOOD TECHNO. CO., LTD.
Jun. 2020	General Manager of Specialty Chemicals, International & IVD Division, Pharmaceuticals Group
Jun. 2021	Executive Director
	General Manager of Planning & Coordination Division, Pharmaceuticals Group
Apr. 2023	Managing Director (current)
Jun. 2023	In charge of Life Science Business Unit, Head of Pharmaceuticals Group (current)
Jun. 2024	Member of the Board (current)
Number of shares held: 22,193 (as of the end of September, 2024)	