

February 25, 2026

To Whom It May Concern,

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

Notice of Changes for Executive Directors

We hereby announce that at the Board of Directors meeting held on February 25, 2026, the Company resolved the appointment of Executive Directors effective April 1, 2026.

Changes for Executive Directors

Name	New Position(s)	Current Position(s)
Hideyuki Yuya	Managing Director In charge of Mobility & Imaging Business Unit, Head of Polatechno Group	Director Head of Polatechno Group, Mobility & Imaging Business Unit
Masako Aono	Senior Director General Manager of Corporate Communications Division	Senior Director General Manager of Corporate Planning Division
Shigeru Maeda	Senior Director Head of Safety Systems Group, Mobility & Imaging Business Unit	Director General Manager of Planning & Coordination Division, Mobility & Imaging Business Unit