



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)

<b>Name</b>	<b>New Position</b>	<b>Former Position</b>
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 )

<b>Name</b>	<b>New Position</b>	<b>Former Position</b>
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

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