

Notice Regarding Organizational and Personnel Changes

Kureha Corporation has announced the following changes to its organizational structure and executive leadership, effective October 1, 2025.

1. Organizational changes

- 1) Establishment of the Compliance Committee and Corporate Compliance Department
To strengthen our governance framework, Kureha will restructure our current organization regarding compliance and enhance our specialized functions for legal and corporate ethics regarding compliance. As part of this initiative, the Compliance Committee and Compliance Department will be newly established under the direct supervision of the President & Chief Executive Officer or the Executive Officer in charge of corporate compliance.
- 2) Establishment of the Administration Department within Administration Division
To streamline production systems and indirect operations, and to strengthen organizational functions within the Manufacturing and Technology Division, the Human Resources Department of manufacturing and technology, Administration Division and General Affairs Department of the Manufacturing and Technology Division will be integrated as the Administration Department within Administration Division.
- 3) Abolition of the Corporate Reform Department
As the Corporate Reform Department has achieved its objectives, including streamlining of indirect functions at the headquarters, establishing a foundation for group-wide human resource management, and fostering bottom-up initiatives by employees, it will be abolished.

2. Personnel changes

Name	New responsibilities	Current responsibilities
Naomitsu NISHIHATA	Board Director, Senior Vice President Managing Director, PGA Business Managing Director, Research & Development Division Managing Director, Manufacturing & Technology Division General Manager, Advanced Products Division General Manager, New Business Division	Board Director, Senior Vice President Managing Director, PGA Business Managing Director, Research & Development Division Managing Director, Manufacturing & Technology Division General Manager, New Business Division



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