

## Notice Regarding Organizational and Personnel Changes

Kureha Corporation has announced the following changes to its organizational structure and executive leadership, effective April 1, 2026.

### 1. Organizational changes

- 1) **Dissolution of the Sustainability Committee**  
The Sustainability Committee, an advisory body to the Board of Directors, is dissolved. After its dissolution, sustainability initiatives are directly supervised and monitored by the Board of Directors.
- 2) **Establishment of the Risk Management Committee**  
The Risk Management Subcommittee is elevated to the Risk Management Committee, reporting directly to the President.
- 3) **Establishment of the Life Sciences Division**  
The Life Sciences Division is newly established, composed of the Agrochemicals Department, the Pharmaceuticals Department, the Pharmaceuticals Safety and Quality Management Department.  
The Chemicals Division is dissolved, and the Industrial Chemicals Department is transferred to the Advanced Products Division.
- 4) **Reorganization of the Corporate Strategies and Accounting Division**  
The CSR Department is renamed the Corporate Sustainability Department.  
The Digital Transformation Center is dissolved, and the Information Systems Department and the Digital Transformation Promotion Department are integrated to establish the Digital Strategy Promotion Department.
- 5) **Reorganization of the Research and Development Division**  
The Central Research Laboratories and the Polymer Processing Research Laboratories are dissolved, and the Agrochemicals Development Department, the Advanced Polymers Development Department, the KF Development Department are established.
- 6) **Reorganization of the New Business Division**  
The New Business Creation Department, whose responsibilities are transferred to the New Business Development Department, is dissolved.
- 7) **Reorganization of the Manufacturing and Technology Division**  
The Utilities and Chemicals Production Department and the Carbon Products Production Department are integrated to form the Manufacturing Department I .  
The Plastics Production Department, the KPS Production Department, and the KF Production Department are integrated to form the Manufacturing Department II .  
The four Technical Sections at the Iwaki Factory are integrated to establish the Technical Department.  
The Plant Maintenance Department, the Process Design Department, and the Engineering Department are integrated to establish the Plant Engineering Department.  
The Production Technology Innovation Center is dissolved, the Innovation and Technology Department is transferred to the Manufacturing and Technology Division and the Processing Equipment Engineering Department is transferred to the Plastics Processing Factory.

2. Personnel changes

| Name               | New responsibilities   | Current responsibilities  |
|--------------------|--|---|
| Katsuhiro NATAKE   | President and Chief Executive Officer  | Senior Executive Vice President<br>General Manager, Corporate Strategies and Accounting Division<br>General Manager, Administration Division  |
| Naomitsu NISHIHATA | (Promoted) Director, Executive Vice President<br>Managing Director, PGA Business<br>General Manager, Advanced Products Division<br>General Manager, Life Sciences Division<br>General Manager, New Business Division | Director, Senior Vice President<br>Managing Director, PGA Business<br>Managing Director, Research and Development Division<br>Managing Director, Manufacturing and Technology Division<br>General Manager, Advanced Products Division<br>General Manager, New Business Division |
| Takahisa UHEYAMA   | (Promoted) Senior Vice President<br>General Manager, Manufacturing and Technology Division   | Vice President<br>General Manager, Manufacturing and Technology Division<br>General Manager, Production Technology Innovation Center  |
| Kyosuke KAWANA     | Vice President<br>General Manager, Corporate Strategies and Accounting Division  | Vice President<br>Deputy General Manager, Corporate Strategies and Accounting Division  |
| Masayuki OKURA     | (Newly Appointed) Vice President<br>General Manager, Research and Development Division<br>General Manager, Advanced Polymers Development Department  | General Manager, Research and Development Division<br>General Manager, Central Research Laboratories  |
| Junko MINATO       | (Newly Appointed) Vice President<br>General Manager, Administration Division   | Deputy General Manager, Administration Division   |

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