



May 16, 2025
Kureha Corporation

Notice Regarding Change (Resignation) in a Board Member

Kureha Corporation (the “Company”) announces the following change (resignation) in a board member as of May 16, 2025.

The Company received a report from a whistleblower alleging that Mr. Hiroyuki Tanaka (“Mr. Tanaka”), Board Director and Senior Vice President, had engaged in inappropriate conduct toward a female employee. The company immediately initiated a response to the whistleblower’s report, and as a result of the investigation implemented upon the allegations noted on the report (such investigation was led by statutory auditors of the Company and external experts retained by them), the Company determined that the allegations were true.

Following this case, Mr. Tanaka submitted a resignation letter to the Company. As a result of deliberations at the Nomination Advisory Committee, of which more than half of the members are independent outside directors, the committee concluded that he should resign as a board member and that he should be dismissed as a Senior Vice President. Following such deliberation results, the Board of Directors’ meeting held today and concluded that the Company should accept the resignation letter. Mr. Tanaka is resigning as a board member and a Senior Vice President as of today. In addition, following deliberations at the Remuneration Advisory Committee, the Company determined not to pay bonuses to Mr. Tanaka and to have him forfeit a portion of his stock remuneration.

Furthermore, considering the seriousness of this matter, Mr. Yutaka Kobayashi, Representative Board Director and Chief Executive Officer, will voluntarily return 20% of his monthly remuneration for two months; Mr. Katsuhiro Natake, Board Director and Senior Executive Vice President, will voluntarily return 10% of his monthly remuneration for two months; and Naomitsu Nishihata, Board Director and Senior Vice President, will voluntarily return 10% of his monthly remuneration for two months.

We deeply regret that a board member, being in such an important position, engaged in inappropriate conduct, and we extend our sincere apologies therefor. We will strive to

further strengthen our compliance framework to prevent recurrence.

In conjunction with the above, as a result of the resolution at the Board of Directors' meeting held today, personnel changes will take place at the Company as follows:

Details of the personnel changes (as of May 16, 2025):

New Position	Current Position	Name
Board Director, Senior Executive Vice President General Manager, Corporate Strategies & Accounting Division General Manager, Administration Division General Manager, Advanced Products Division	Board Director, Senior Executive Vice President General Manager, Corporate Strategies & Accounting Division General Manager, Administration Division	Katsuhiro NATAKE
(Resignation)	Board Director, Senior Vice President Managing Director, PGA Business Managing Director, Business Division General Manager, Advanced Products Division	Hiroyuki TANAKA
Board Director, Senior Vice President Managing Director, Research & Development Division Managing Director, Manufacturing & Technology Division Managing Director, PGA Business General Manager, New Business Division	Board Director, Senior Vice President Managing Director, Research & Development Division Managing Director, Manufacturing & Technology Division General Manager, New Business Division	Naomitsu NISHIHATA
Deputy General Manager, Advanced Products Division	Advanced Products Division	Kazuhiro MEGURO
