September 7, 2026

To whom it may concern:

Company name: Harima Chemicals Group, Inc.
Representative: Ichiro Taninaka, President
(Code: 4410; Tokyo Stock Exchange Prime Market)
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Notice Regarding the Strengthening of the Management Structure

Harima Chemicals Group, Inc. (the "Company") hereby announces that, at a meeting of the Board of Directors held on September 7, 2026, it resolved to introduce a chief officer structure to further strengthen Group management and enhance corporate governance.

1. Purpose

The Group is working to establish a swift and effective decision-making structure by clarifying responsibilities and authority for management strategy, business execution, and financial strategy, to enhance corporate value over the medium to long term.

Against this backdrop, the Company will introduce a chief officer structure to further clarify the respective roles of management oversight and business execution and to strengthen dialogue with shareholders, investors, and other stakeholders.

2. New Management Structure

(Effective October 1, 2026)

Name	New Position
Yoshihiro Hasegawa	Chairman & Representative Director, CEO (Chief Executive Officer)
Ichiro Taninaka	President & Representative Director, COO (Chief Operating Officer)
Shunichiro Taoka	Senior Executive Managing Director, Senior Managing Executive Officer, CFO (Chief Financial Officer)

3. Roles of the Chief Officers

CEO (Chief Executive Officer)

Oversees the Group's overall management philosophy and long-term strategy and assumes ultimate responsibility for management aimed at enhancing corporate value.

COO (Chief Operating Officer)

Oversees business execution across the Group and is responsible for implementing the Medium-Term Management Plan and driving business operations.

CFO (Chief Financial Officer)

Oversees financial strategy, capital policy, investor relations (IR), and shareholder relations (SR), and supports management with a focus on the cost of capital and the Company's share price.

4. Going Forward

Under the management structure centered on the CEO, COO, and CFO, the Group will strive to enhance corporate value by improving capital efficiency and achieving sustainable growth.