



December 5, 2025

To whom it may concern:

Company name: Harima Chemicals Group, Inc.
Representative: Yoshihiro Hasegawa, President
(Code: 4410; Tokyo Stock Exchange Prime Market)
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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 December 5, 2025.

1. Changes in Appointment of Directors (as of January 1, 2026)

Name	New Position	Former Position
Eiketsu Ro	Executive Managing Director	Executive Managing Director Managing Executive Officer President, Paper Chemicals Company

2. Changes in Appointment of Operating Officers (as of January 1, 2026)

Name	New Position	Former Position
Ken Uragami	Operating Officer President, Paper Chemicals Company Director, Sales, Paper Chemicals Company	Operating Officer Vice-President, Paper Chemicals Company Director, Sales, Paper Chemicals Company
Yoshiaki Iwasa	Operating Officer Vice-President, Paper Chemicals Company 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.

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