May 14, 2026

ADEKA CORPORATION

Notice Regarding Changes in Representative Director and Officers

ADEKA Corporation has resolved at the Board of Directors' meeting held today to make the following tentative changes in Representative Director and officers.

1. Changes in Representative Director

(1) Details of the changes

Name	New title	Current title
Yoshiaki Kobayashi	Representative Director and Senior Managing Executive Officer Assistant to the President, Human Resources Dept., Purchasing & Distribution Dept., Chairman of Internal Control Promotion Committee	Senior Managing Executive Officer General Manager, Foods Div.

(2) Reason for the change

The change is intended to further strengthen and enhance the Company's management base under a new management structure.

(3) Career Summary of the prospective Representative Director

Name Place of Birth Date of Birth	Career Summary		Number of the Company's shares owned
Yoshiaki Kobayashi Place of Birth: Tokyo Date of Birth: May 7, 1962	Apr. 1985 Feb. 2011 Jun. 2012 Jun. 2016 Jun. 2017	Joined ASAHI DENKA KOGYO K.K. (current ADEKA CORPORATION) General Manager, West Japan Foods Sales Dept. General Manager, East Japan Foods Sales Dept. Operating Officer, Deputy General Manager, Foods Div., and General Manager, East Japan Foods Sales Dept. Director and Operating Officer, General Manager, Foods Div., and	45,900 shares (As of March 31, 2026)

	Mar. 2018 Jun. 2021 Jun. 2023 Jun. 2025	Project Team Leader, East Asia Foods Business (current Project Team Leader, Global Foods Business) Managing Director, ADEKA Foods (CHANGSHU) Co., Ltd. (current) Director and Managing Operating Officer, General Manager, Foods Div. Managing Operating Officer, General Manager, Foods Div. Senior Managing Executive Officer, General Manager of Foods Div. (current)	

2. Representative Director who is scheduled to retire
(As of June 19, 2026)

Name	Current title	Notes
Haruhiko Tomiyasu	Representative Director and Senior Managing Executive Officer Assistant to the President, Secretarial Dept., Human Resources Dept., Purchasing & Distribution Dept., Chairman of Internal Control Promotion Committee	Scheduled to be appointed Representative Director, Vice President of Nihon Nohyaku Co., Ltd. (as of June 17, 2026)

3. Candidates for Directors (excluding Directors who are Audit & Supervisory Committee members)

Name	New title	Current title
Hidetaka Shirozume	President and Chief Executive Officer, Representative Director	Same as on the left
Yoshiaki Kobayashi	Representative Director and Senior Managing Executive Officer	Senior Managing Executive Officer General Manager, Foods Div.
Youji Shiga	Director and Managing Operating Officer	Same as on the left

Name	New title	Current title
Kiyoshi Masamune	Director and Operating Officer	Same as on the left
Shigeru Endo	External Director	Same as on the left
Makoto Horiguchi	External Director	Same as on the left
Naoya Takahashi	External Director	Same as on the left

4. Executive Officers and Operating Officers

（1）Delegated Executive Officers and Operating Officers

Name	New title	Current title
Hidetaka Shirozume	President and Chief Executive Officer, Representative Director	Same as on the left
Yoshiaki Kobayashi	Representative Director and Senior Managing Executive Officer Human Resources Dept., Purchasing & Distribution Dept., Chairman of Internal Control Promotion Committee	Senior Managing Executive Officer General Manager, Foods Div.
Shigeki Fujisawa	Managing Operating Officer General Manager, Environmental Materials Div.	Same as on the left
Atsuya Yoshinaka	Managing Operating Officer General Manager, Semiconductor Materials Div.	Same as on the left
Youji Shiga	Director and Managing Operating Officer Finance & Accounting Dept., Information System Dept.	Same as on the left

Name	New title	Current title
Naoshi Kawamoto	Managing Operating Officer General Manager, Polymer Additives Div.	Same as on the left
Kiyoshi Masamune	Director and Operating Officer Legal Affairs & Publicity Dept., Corporate Planning & Strategy Div., Chairman of Compliance Promotion Committee, and Chairman of Capital Investment Committee	Same as on the left
Shin Takahashi	Senior Operating Officer General Manager, Production Div.	Same as on the left
Yukio Tatsumi	Senior Operating Officer General Manager, R&D Technology Coordination Div.	Same as on the left
Kenji Ikeda	Senior Operating Officer General Manager, Foods Div.	Operating Officer, General Manager, Food Development Laboratory
Hirohide Kakimoto	Senior Operating Officer Secretarial Dept. General Manager, Secretarial Dept.	Operating Officer, General Manager, Secretarial Dept.
Takafumi Fujii	Senior Operating Officer Technology & Engineering Dept. General Manager, Technology & Engineering Dept.	Operating Officer, General Manager, Technology & Engineering Dept.

（2）Employment-type Operating Officers

Name	New title	Current title
Toru Kajimura	Operating Officer, General Manager, Osaka Main Branch.	Same as on the left
Masaki Maeno	Operating Officer, General Manager, Polymer Additives Sales Dept.	Same as on the left
Hiroto Matsuyoshi	Operating Officer, General Manager, Environmental and Safety Div.	Same as on the left
Kenji Seki	Operating Officer, General Manager, Semiconductor Materials Sales Dept.	Same as on the left

Name	New title	Current title
Mitsutoshi Sasajima	Operating Officer, General Manager, Semiconductor Materials Development Laboratory	Same as on the left
Takashi Tokuhashi	Operating Officer, General Manager, Corporate Planning & Strategy Div.	Same as on the left
Shinichi Ishikawa	Operating Officer, General Manager, Polymer Additives R&D Laboratory	Same as on the left
Hidekazu Inaba	Operating Officer, General Manager, Environmental Materials Sales & Marketing Dept. Ⅱ	Same as on the left
Yoshinao Ochiai	Operating Officer, General Manager, East Japan Foods Sales Dept.	General Manager, East Japan Foods Sales Dept.
Takahiro Mori	Operating Officer, General Manager, Environmental Materials Development Laboratory	General Manager, Environmental Materials Development Laboratory
Yutaka Sakuda	Operating Officer, General Manager, Purchasing & Distribution Dept.	General Manager, Purchasing & Distribution Dept.
Nagatoshi Kikuchi	Operating Officer, General Manager, Legal Affairs & Publicity Dept.	General Manager, Legal Affairs & Publicity Dept.