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February 28, 2025
Sumitomo Bakelite Co., Ltd.

Changes in Executives

Sumitomo Bakelite Co., Ltd. hereby announces that it decided to change its Executive Officers as of March 31, 2025 and April 1, 2025 at the meeting of the Board of Directors held on February 28, 2025, as follows.

1. Newly Appointed Executive Officers (as of April 1, 2025)

Managing Executive Officer	Takeshi Saino (Current: President of SB-Kawasumi Laboratories, Inc.)
Executive Officer	Osamu Onishi (Current: General Manager of Advanced Materials Research Laboratory)
Executive Officer	Tsuyoshi Marumo (Current: Plant Manager of Amagasaki Plant)

2. Retired Executive Officer (as of March 31, 2025)

Executive Vice President	Sumitoshi Asakuma (Scheduled as of April 1, 2025: Chairman of the Board of Directors of Kyushu Sumitomo Bakelite Co., Ltd.)
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3. Promoted Executive Officers (as of April 1, 2025)

Managing Executive Officer	Atsushi Tanaka (Current: Executive Officer)
Managing Executive Officer	Hisao Nakanishi (Current: Executive Officer)

END

[Reference] Executive Officers' Structure (As of April 1, 2025)

Position	Name	Responsibility
President	Kazuhiko Fujiwara	
Executive Vice President	Masayuki Inagaki	<u>Overseeing:</u> Corporate Research & Development Div., Advanced Materials Research Laboratory, Bio & Science Research Laboratory, Corporate Production Management & Engineering Div., Corporate Engineering Center, and Optical Circuit Business Development Dept.
Senior Managing Executive Officer	Takashi Kobayashi	<u>Overseeing:</u> High Performance Plastic Business in North America, Asia, China and Europe area, HPP Global Business Planning Dept., High Performance Plastic Technology Development Laboratory, Material Solutions Sales Div., Heat Dissipation Materials Business Development Dept., and Shizuoka Plant
Senior Managing Executive Officer	Keisuke Kurachi	<u>Overseeing:</u> Information & Telecommunication Materials Research Laboratory, Information & Telecommunication Materials Div., Information & Telecommunication Materials Quality Managing Dept., Power Electronics Solution Development Dept., and Utsunomiya Plant <u>In charge of:</u> Global Marketing Div.
Senior Managing Executive Officer	Shinichi Kajiya	<u>Overseeing:</u> Kobe Facility Office, Films & Sheets Research Laboratory, Industrial Functional Materials Research Laboratory, Films & Sheets Div., Industrial Functional Materials Sales Div., Medical Products Business Div., S-BIO Business Div., Amagasaki Plant, Kanuma Plant, and Sheet Waterproof Business
Managing Executive Officer	Toshiya Hirai	<u>Overseeing:</u> Corporate General Affairs Div., Personnel Div., Corporate Planning Dept., Sustainability Promotion Dept., IT Promotion Div., Osaka Office, and Nagoya Office <u>In charge of:</u> Corporate Finance & Planning Div., and Global Procurement Div.

Position	Name	Responsibility
Managing Executive Officer	Nobuyuki Sashida	<u>In charge of:</u> Industrial Functional Materials Research Laboratory, Industrial Functional Materials Sales Div., Kanuma Plant, and Sheet Waterproof Business
Managing Executive Officer	Makoto Suzuki	<u>In charge of:</u> High Performance Plastic Business in Asia and China
Managing Executive Officer	Atsushi Tanaka	<u>Overseeing:</u> Films & Sheets Research Laboratory, and Amagasaki Plant <u>In charge of:</u> Films & Sheets Div.
Managing Executive Officer	Hisao Nakanishi	<u>Overseeing:</u> Corporate Research & Development Div., Advanced Materials Research Laboratory, and Bio & Science Research Laboratory, <u>In charge of:</u> Corporate Production Management & Engineering Div., Corporate Engineering Center, and Optical Circuit Business Development Dept.
Managing Executive Officer	Takeshi Saino	<u>Overseeing:</u> Kobe Facility Office, Medical Products Business Div., and S-BIO Business Div.
Executive Officer	Toshihide Kanazawa	<u>In charge of:</u> High Performance Plastic Business in Europe area, HPP Global Business Planning Dept., High Performance Plastic Technology Development Laboratory, Material Solutions Sales Div., Heat Dissipation Materials Business Development Dept., and Shizuoka Plant
Executive Officer	Yasuhisa Ikeyama	General Manager of Personnel Div. <u>In charge of:</u> Corporate General Affairs Div., Osaka Office, and Nagoya Office
Executive Officer	Hiroshi Oki	Dept. Manager of Corporate Planning Dept. Dept. Manager of Sustainability Promotion Dept. <u>In charge of:</u> IT Promotion Div.
Executive Officer	Hiroshi Nomura	<u>In charge of:</u> High Performance Plastic Business in North America
Executive Officer	Akiko Okubo	President of SB-Kawasumi Laboratories, Inc. Office Manager of Kobe Facility Office General Manager of Medical Products Business Div. <u>In charge of:</u> S-BIO Business Div.

Position	Name	Responsibility
Executive Officer	Takeshi Mori	President of Kyushu Sumitomo Bakelite Co., Ltd. <u>In charge of:</u> Information & Telecommunication Materials Research Laboratory, Information & Telecommunication Materials Div., Information & Telecommunication Materials Quality Managing Dept., Power Electronics Solution Development Dept., and Utsunomiya Plant
Executive Officer	Osamu Onishi	General Manager of Corporate Research & Development Div. Dept. Manager of R&D Planning and Promotion Dept. (Corporate Research & Development Div.) <u>In charge of:</u> Advanced Materials Research Laboratory, and Bio & Science Research Laboratory
Executive Officer	Tsuyoshi Marumo	Plant Manager of Amagasaki Plant <u>In charge of:</u> Films & Sheets Research Laboratory