

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

February 27, 2026

To whom it may concern:

Company Name: Sumitomo Bakelite Co., Ltd.
Representative: Shinichi Kajiya
President and Representative Director
(Code: 4203 The Prime Market of Tokyo Stock Exchange)
Contact: Tsuyoshi Ueda
Manager of Corporate Communication Dept.,
Corporate General Affairs Div.

Notice Concerning Changes in Representative Director and Executive Officers

Sumitomo Bakelite Co., Ltd. (the “**Company**”) hereby announces that the Company has decided to change its Representative Director and Executive Officers at the meeting at the meeting of the Board of Directors held on February 27, 2026.

1. Change in Representative Director (as of date of the Ordinary General Meeting of Shareholders to be held in June 2026)

(1) Reason for the change

Due to the change in management structure following the expiration of the terms of all Directors.

(2) Representative Director to be retired

Representative Director and Executive Vice President Masayuki Inagaki
(Scheduled to be appointed as Executive Advisor)

2. Changes in Executive Officers

(1) Newly appointed Executive Officers (as of April 1, 2026)

Executive Officer Shun Fujii
(Current: General Manager of Material Solutions Sales Div.)

Executive Officer Ken Ukawa
(Current: Managing Director of Sumitomo Bakelite
Singapore Pte. Ltd.)

Executive Officer Yuichi Hamada
(Current: Plant Manager of Shizuoka Plant)

(2) Promoted Executive Officer (as of April 1, 2026)

Managing Executive Officer Toshihide Kanazawa
(Current: Executive Officer)

(3) Retired Executive Officer (as of March 31, 2026)

Managing Executive Officer Nobuyuki Sashida
Managing Executive Officer Makoto Suzuki

END

[Reference 1] Executive Officers' Structure (as of April 1, 2026)

Position	Name	Responsibility
President	Shinichi Kajiya	
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, Global Marketing Div., and Optical Circuit Business Development Dept.
Senior Managing Executive Officer	Takashi Kobayashi	<u>Overseeing:</u> High Performance Plastic Business in North America 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 <u>In charge of:</u> High Performance Plastic Business in Asia and China area
Senior Managing Executive Officer	Keisuke Kurachi	<u>Overseeing:</u> Information & Telecommunication Materials Research Laboratory, Information & Telecommunication Materials Quality Managing Dept., and Utsunomiya Plant <u>In charge of:</u> Information & Telecommunication Materials Div., and Power Electronics Solution Development Dept.
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	Atsushi Tanaka	<u>Overseeing:</u> Films & Sheets Research Laboratory, and Amagasaki Plant <u>In charge of:</u> Industrial Functional Materials Research Laboratory, Films & Sheets Div., Industrial Functional Materials Sales Div., Electrochromic Device Development Dept.*, Kanuma Plant, and Sheet Waterproof Business
Managing Executive Officer	Hisao Nakanishi	<u>Overseeing:</u> Corporate Research & Development Div., Advanced Materials Research Laboratory, and Bio & Science Research Laboratory, and Global Marketing Div. <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.
Managing Executive Officer	Toshihide Kanazawa	Plant Manager of Shizuoka Plant <u>Overseeing:</u> High Performance Plastic Business in North America area <u>In charge of:</u> High Performance Plastic Business in Europe area, HPP Global Business Planning Dept., High Performance Plastic Technology Development Laboratory
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	Special assignment for KC Business Integration Preparation Project Team
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
Executive Officer	Shun Fujii	General Manager of Material Solutions Sales Div. <u>In charge of:</u> Heat Dissipation Materials Business Development Dept., and Global Marketing Div.
Executive Officer	Ken Ukawa	Managing Director of Sumitomo Bakelite Singapore Pte. Ltd. <u>In charge of:</u> Information & Telecommunication Materials Research Laboratory, and Information & Telecommunication Materials Quality Managing Dept.
Executive Officer	Yuichi Hamada	President of Kyushu Sumitomo Bakelite Co., Ltd. <u>In charge of:</u> Utsunomiya Plant

* Electrochromic Device Development Dept. is planned to be newly established as of April 1, 2026.

[Reference 2] Board Members (As of date of the Ordinary General Meeting of Shareholders to be held in June 2026)

Directors

Chairman of the Board of Directors and Representative Director	Kazuhiko Fujiwara
President and Representative Director	Shinichi Kajiya
Director	Takashi Kobayashi
Director	Keisuke Kurachi
Director	Toshiya Hirai
Outside Director	Kazuo Matsuda
Outside Director	Etsuko Nagashima
Outside Director	Hiroyuki Wakabayashi

Corporate Auditors

Standing Corporate Auditor	Yoshikazu Takezaki
Standing Corporate Auditor	Katsushige Aoki
Outside Corporate Auditor	Kazuhiko Yamagishi
Outside Corporate Auditor	Noriko Kawate