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February 29, 2024

To whom it may concern:

Company Name: Sumitomo Bakelite Co., Ltd.
Representative: Kazuhiko Fujiwara
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 Officers

Sumitomo Bakelite Co., Ltd. (the “**Company**”) hereby announces that the Company has decided to change its officers at the meeting of the Board of Directors held on February 29, 2024, as follows. The changes in the directors are subject to approval at the 133rd Ordinary General Meeting of Shareholders to be held in late June 2024.

1. Changes in Executive Officers

(1) Promoted executive officer (As of April 1, 2024)

Senior Managing Executive Officer Shinichi Kajiya
(Current: Managing Executive Officer)

(2) Retired executive officers (As of March 31, 2024)

Managing Executive Officer Goichiro Kuwaki
(Scheduled as of April 1, 2024:
President of Akita Sumitomo Bakelite Co., Ltd.)

Managing Executive Officer Masaya Fumita
(Scheduled as of April 1, 2024:
President of SB Pax Co., Ltd.*)

Executive Officer Alex Geskens
* planned to be established as of April 1, 2024

2. Changes in Directors

(1) Candidates for newly appointed directors (Proposal for these candidates will be proposed at

the Ordinary General Meeting of Shareholders to be held in June 2024)

Director and Senior Managing Executive Officer Shinichi Kajiya

Outside Director Hiroyuki Wakabayashi

(2) Directors to be retired (As of date of the Ordinary General Meeting of Shareholders to be held in June 2024)

Director and Executive Vice President Sumitoshi Asakuma

(Position of the Executive Vice President
will continue after retirement of Director)

Outside Director Hiroyuki Abe

END

[Reference 1] Executive Officers' Structure (As of April 1, 2024)

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., and Optical Circuit Business Development Dept.*1 <u>In charge of:</u> Corporate Engineering Center
Executive Vice President	Sumitoshi Asakuma	<u>Overseeing:</u> : Industrial Functional Materials Research Laboratory, Industrial Functional Materials Sales Div., Kanuma Plant, and Sheet Waterproof Business <u>In charge of:</u> Global Marketing Div.*2
Senior Managing Executive Officer	Takashi Kobayashi	<u>Overseeing:</u> Kobe Facility Office, Films & Sheets Research Laboratory, Films & Sheets Div., Medical Products Business Div., S-BIO Business Div., and Amagasaki Plant
Senior Managing Executive Officer	Keisuke Kurachi	President of Kyushu Sumitomo Bakelite Co., Ltd. <u>Overseeing:</u> Information & Telecommunication Materials Research Laboratory, and Information & Telecommunication Materials Div. <u>In charge of:</u> Information & Telecommunication Materials Business Segment Quality Managing Div., and Utsunomiya Plant
Senior Managing Executive Officer	Shinichi Kajiya	General Manager of Material Solutions Sales Div. <u>Overseeing:</u> High Performance Plastic Business in North America, Asia and China area, High Performance Plastic Technology Development Laboratory, and Shizuoka Plant <u>In charge of:</u> High Performance Plastic Business in Europe, Global Business Planning Dept., and Heat Dissipation Materials Business Development Dept.
Managing Executive Officer	Toshiya Hirai	<u>Overseeing:</u> Corporate General Affairs Div., Personnel Div., Corporate Planning Dept., Sustainability Promotion Dept., Osaka Office, and Nagoya Office <u>In charge of:</u> Corporate Finance & Planning Div., IT Promotion 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
Executive Officer	Atsushi Tanaka	General Manager of Films & Sheets Div. <u>In charge of:</u> Films & Sheets Research Laboratory, and Amagasaki Plant
Executive Officer	Hisao Nakanishi	General Manager of Corporate Research & Development Div. <u>In charge of:</u> Advanced Materials Research Laboratory, Bio & Science Research Laboratory, Corporate Production Management & Engineering Div., and Optical Circuit Business Development Dept. *1
Executive Officer	Toshihide Kanazawa	Plant Manager of Shizuoka Plant <u>In charge of:</u> 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	Hiromi Oki	Dept. Manager of Corporate Planning Dept. Dept. Manger of Sustainability Promotion Dept.
Executive Officer	Hiroshi Nomura	<u>In charge of:</u> High Performance Plastic Business in North America
Executive Officer	Akiko Okubo	Office Manager of Kobe Facility Office General Manage of Medical Products Business Div. <u>In charge of:</u> S-BIO Business Div.
Executive Officer	Takeshi Mori	<u>In charge of:</u> Information & Telecommunication Materials Research Laboratory, and Information & Telecommunication Materials Div.

* High Performance Plastic Products Business Unit is planned to be abolished as of March 31, 2024.

*1 Optical Circuit Business Development Dept. is planned to be newly established as of April 1, 2024.

*2 Smart Community Marketing & Developing Div. is planned to be renamed to Global Marketing Div. as of April 1, 2024.

[Reference 2] Board Members (As of date of the Ordinary General Meeting of Shareholders to be held in June 2024)

Directors

President and Representative Director	Kazuhiko Fujiwara
Representative Director	Masayuki Inagaki
Director	Takashi Kobayashi
Director	Keisuke Kurachi
Director	Shinichi Kajiya
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

[Reference 3] Brief Personal History of Candidates for Newly Appointed Directors

- Name: Shinichi Kajiya
Date of Birth: April 9, 1965
Brief History: April 1989 Entered the Company
April 2017 General Manager of Information & Telecommunication
Materials Div. of the Company
April 2019 Executive Officer of the Company
April 2022 Executive Officer of the Company (Current)
April 2024 Senior Executive Officer of the Company (Planned)

- Name: Hiroyuki Wakabayashi
Date of Birth: January 15, 1956
Brief History April 1979 Entered Denso Corporation
June 2006 Executive Director of Denso Corporation
June 2013 Senior Executive Director and Member of the Board of
Denso Corporation
June 2014 Director, Member of the Board and Senior Executive
Director of Denso Corporation
June 2015 Senior Executive Director of Denso Corporation
June 2016 Director, Member of the Board and Senior Executive
Director of Denso Corporation
April 2017 Executive Vice President and Member of the Board of
Denso Corporation
June 2021 Retired from Denso Corporation