

January 22, 2025
ADEKA CORPORATION

Notice of Organizational Revision

ADEKA CORPORATION (President and Chief Executive Officer, Representative Director: Hidetaka Shirozume) will make the following organizational changes as of April 1, 2025.

1. Summary of revision *Please refer to the attached document.

(1) Reorganization of the Electronic Materials Div. and the Environmental Materials Div..

- The Electronic Materials Div. is changed to the Semiconductor Materials Div..
- The Electronic Materials Dept. under the Electronic Materials Div. will be renamed the Semiconductor Materials Sales Dept..
- The Electronic Materials Planning & Marketing Dept. is renamed Semiconductor Materials Planning & Marketing Dept..
- Eliminate the Electronic Materials Development Laboratory and the Information Media Materials Development Laboratory and establish the Semiconductor Materials Development Laboratory.
- The Commodity Materials Department under the Environmental Materials Div. will be renamed the Environmental Materials Sales & Marketing Dept. I .
- The Functional Materials Department under the Environmental Materials Div. will be renamed the Environmental Materials Sales & Marketing Dept. II.
- Eliminate the Functional Chemicals Development Laboratory and the Functional Polymers Development Laboratory and establish the Environmental Materials Development Laboratory.

(2) Establishment of R&D Technology Coordination Div.

- The R&D Technology Coordination Div. is newly established, and the current Research & Development Planning Dept. is reorganized into the R&D Technology Planning dept., the Technical Information Management dept., and the Advanced Technology Development dept..

2. Time of implementation : April 1, 2025

3. Purpose

1 of the basic strategies of ADEKA Group's mid-term management plan **ADX 2026** (FY2024-2026), is to "Transition to a high profitability structure", and we aim to expand our business areas in growth markets.

Against this backdrop, on Jul. 1, 2024, the Chemicals Div. and the Research & Development Div. were reorganized into 2 business divisions, the Electronic Materials Div. and the Environmental Materials Div., and shifted to four business headquarters system, including the Foods Div. and the Polymer Additives Div..

This organizational revision will be implemented in order for the Electronic Materials Div. and the Environmental Materials Div. to aim for sustainable growth. Furthermore, the The R&D Technology Coordination Div. will be established to strengthen the management and utilization of intangible assets (intellectual property, permits and licences, etc.) and corporate research, etc.

The Semiconductor Materials Div. will be reorganized into a research, sales, and planning organization that can accelerate growth by focusing on the semiconductor market, which is expected to grow in the future. At the same time, we will renamed to the Semiconductor Materials Div.. We will concentrate management resources on the development of semiconductor materials, such as new product development and strengthening the foundations for production and quality management, and promote the expansion of semiconductor front-end processes and the expansion of domains to post-processes.

The Environmental Materials Div. promotes the "selection and concentration" of businesses by focusing on carbon neutral responses and the expansion of strategic products and Eco-friendly products. In addition, as a growth strategy, we will quickly commercialize battery materials. At the same time, we will transfer display-related materials from the Semiconductor Materials Div. and concentrate our technologies and expertise to develop new markets with the aim of achieving sustainable growth.

The R&D Technology Coordination Div. will strengthen the cross-divisional functions of technological information by shifting to a business headquarters system, and streamline R&D through the use of DX and AI. Specifically, we will strengthen the use of in-house technologies (core competencies), the introduction of external technologies, the establishment of new value chains through external collaboration, and the introduction of DX technologies and the development of human resources. We will continue to enhance our research and technology capabilities by creating new businesses and themes, actively utilizing internal and external technologies, and efficiently managing our owned intangible assets.

ADEKA Group aim to increase social value and achieve sustainable growth by transforming itself into an organizational structure and business management that suits the achievement of operating profits of ¥53 billion and net sales of ¥500 billion, which are management indicators for FY2026 under **ADX 2026** mid-term management plan.

4. Reference : Major products of each business

	Major Products
Semiconductor Materials div.	High-purity materials for semiconductor, Photoacid generators, AFES System and etching agents, and others
Environmental Materials Div.	Epoxy resins, Polyurethanes, Water-borne resins, Surfactants, Lubricant additives, Kitchen detergent, Cosmetic ingredients, Propylene glycol, Hydrogen peroxide and derivatives, Water-swelling sealing materials, Battery materials, Photo(Light)/thermal curing materials, Photoinitiators, imaging materials, and others

※ As a result of this organizational revision, from the first quarter of the FY2025, the names of the reportable subsegments in the Chemicals Business will be changed to “Semiconductor Materials” and “Environmental Materials”, respectively. In addition, some major products will be changed.

■ Contacts

ADEKA CORPORATION

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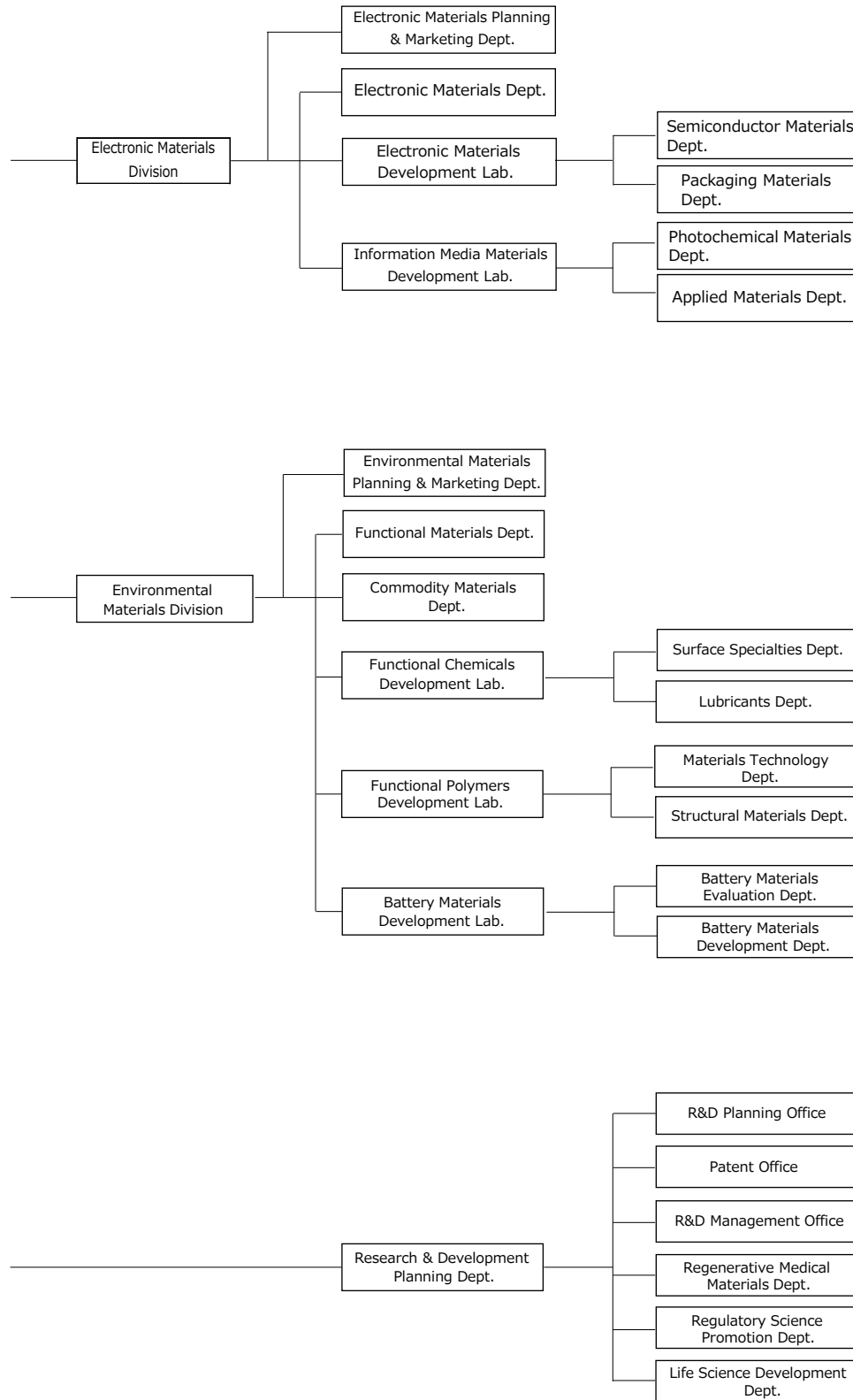
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Note: This document is a translation of a part of the original Japanese version and provided for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.

Organizational Structure Reorganization Chart

※“Dept.” : Department
 ※“Lab.” : Laboratory

【Present】



【Revision】

