

## **Notice Concerning Organizational Changes, Officer Changes and Personnel Changes**

KH Neochem Co., Ltd. (TSE: 4189, President and CEO: Michio Takahashi, “KH Neochem”) hereby announces that it has decided to conduct the following organizational changes, officer changes and personnel changes.

### 1. Effective the date of Ordinary General Meeting of Shareholders to be Held in March 2023 Change of Corporate Officers

New Position	Present Position	Name
Senior Corporate Officer Head of Production Technology	Corporate Officer Head of Production Technology	Toshihiro Ogata
Senior Corporate Officer Head of Corporate Administration, Public Relations, Legal and Compliance	Corporate Officer Head of Corporate Administration, Public Relations, Legal and Compliance	Isao Takahashi
Corporate Officer Head of Human Resources	Head of Human Resources	Takatoshi Fujii

### 2. Effective April 1, 2023 Organizational Changes, Change of Directors and Corporate Officers, and Personnel Changes

[Organizational Changes]

The following organizational changes will be implemented effective April 1, 2023.

#### (1) Strengthening of business strategy planning and promotion functions

- The Sales & Marketing and Business Development divisions will be integrated into a new Sales & Marketing division to enable the strong and integrated promotion of sales and investment strategy planning for existing products, and of business strategy functions such as marketing. Also, in connection with this, the function of new product development for existing businesses will be consolidated into this new division.
- The function of new theme exploration will be integrated into Innovation Strategy division to accelerate the study of themes for new business creation.
- A new Intellectual Property division will be established to strengthen the IP strategy planning function, enhance the competitiveness of existing business, and accelerate the creation of new business.

#### (2) Strengthening of production technology capabilities

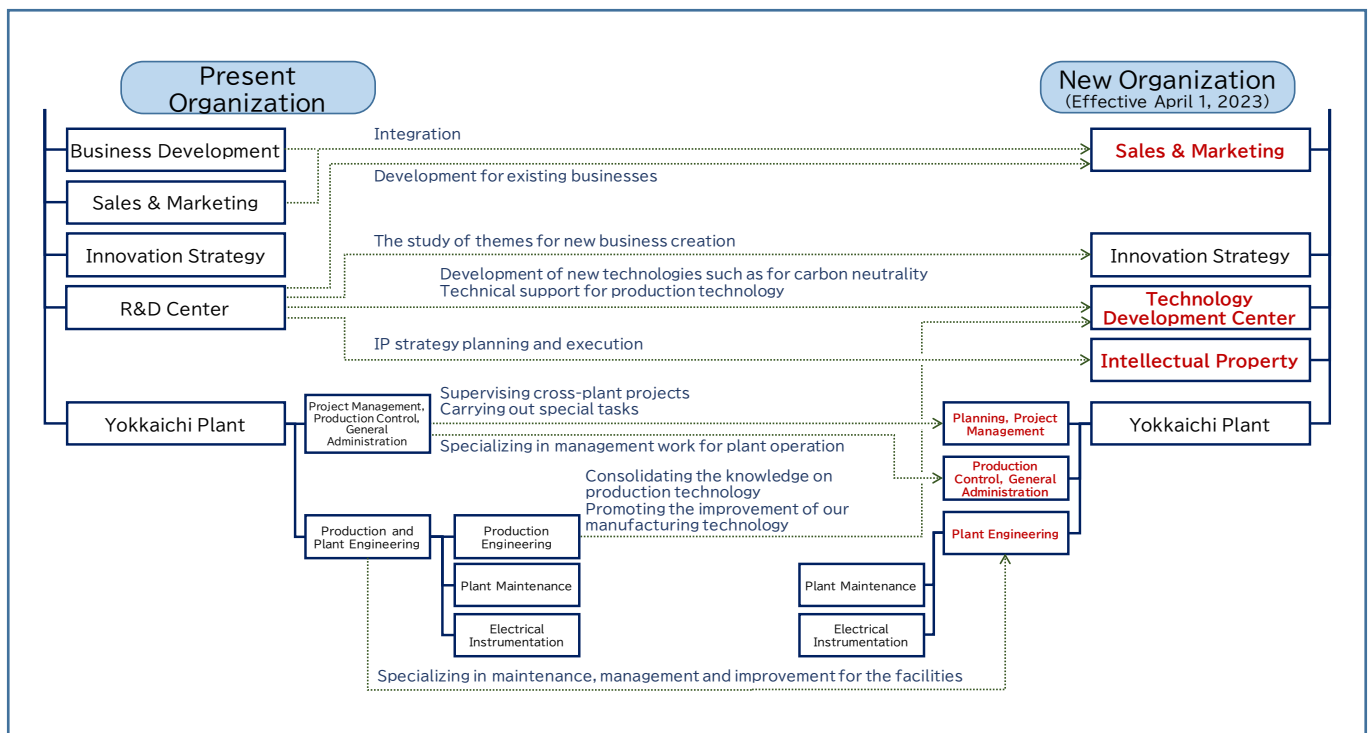
- A new Technology Development Center will be established in order to further strengthen our company's production technology capabilities, which are the source of our competitiveness, and also to promote the improvement of our manufacturing technology by consolidating the knowledge on production technology that is dispersed in each division, with a view to introducing new technology, such as for carbon neutrality.
- We will newly establish an Plant Engineering department specifically as a maintenance, management and improvement function for the facilities at the Yokkaichi Plant, and the current Production and Plant Engineering department will be abolished.

In connection with the consolidation and transfer of functions described in (1) and (2) above, the R&D Center will be abolished.

(3) Promotion of organizational and cultural reforms at the Yokkaichi Plant

- A new Planning, Project Management department will be established to strengthen the organizational operation functions within the plant by supervising cross-plant projects and carrying out special tasks such as organizational culture reform.
- We will newly establish a Production Control, General Administration department specializing in management work for plant operation.
- In connection with the consolidation and transfer of functions as above, Project Management, Production Control, General Administration department will be abolished.

Present and New Organization Charts (Overview of function transfer)



\*Please refer to the attached sheet (page 5) for the corporate organization chart effective April 1, 2023.

[Change of Directors and Corporate Officers]

(1) Change of Directors

\*It is planned that this will be formally decided at the Ordinary General Meeting of Shareholders to be held in March 2023 and at the subsequent Board of Directors meeting.

New Position	Present Position	Name
Board Director Senior Corporate Officer In charge of Production Planning and Engineering, Intellectual Property, Plants and Environment, Safety, and Quality Assurance	Board Director Senior Corporate Officer In charge of Purchasing, Production Planning and Engineering, Plants and Environment, Safety, and Quality Assurance	Toshihiro Matsuoka
Board Director Senior Corporate Officer In charge of Corporate Planning, Purchasing, Business Development, Sales & Marketing, Business Services, and Logistics	Board Director Senior Corporate Officer In charge of Corporate Planning, Business Development, Sales & Marketing, Business Services, and Logistics	Tatsuro Niiya
Board Director Senior corporate Officer In charge of HR, IT Strategy, R&D and Information Security	Board Director Senior corporate Officer In charge of HR, IT Strategy, R&D, Intellectual Property, and Information Security	Yukihiro Isogai

(2) Personnel Changes

New Position	Present Position	Name
Head of Technology Development Center	Head of Business Development	Toshihiro Inayama
Head of Intellectual Property	Manager Intellectual Property Department, R&D Center	Kenichi Hanasaki
Deputy General Manager and Department Head Planning, Project Management, Yokkaichi Plant	Head of R&D Center	Hiroshi Matsuoka

Department Head Production Control, General Administration, Yokkaichi Plant	Department Head Project Management, Production Control, General Administration, Yokkaichi Plant	Takeshi Iwasaki
Department Head Plant Engineering Department, Yokkaichi Plant	Department Head Engineering Department, Yokkaichi Plant	Junya Koga

**Contact information for this matter**

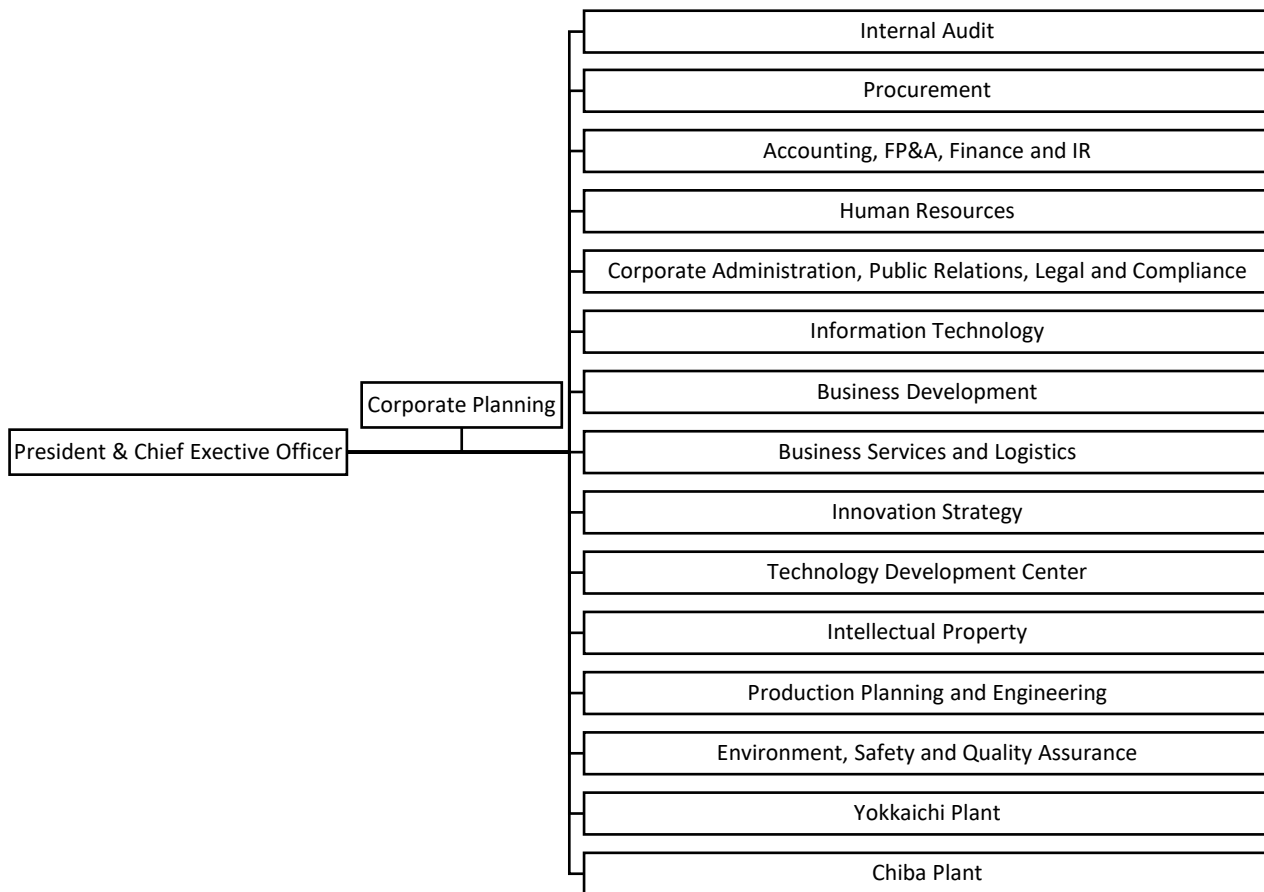
Public Relations

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(Reference)

The corporate organization chart (effective April 1, 2023)



(Reference)

Executive Structure (Effective April 1, 2023)

[Directors]

Position in the Company	Name	Responsibility in the Company
Representative Director President & Chief Executive Officer	Michio Takakashi	
Board Director Senior Corporate Officer	Toshihiro Matsuoka	In charge of Production Planning and Engineering, Intellectual Property, Plants and Environment, Safety, and Quality Assurance
Board Director Senior Corporate Officer	Tatsuro Nliya	In charge of Corporate Planning, Purchasing, Business Development, Sales & Marketing, Business Services, and Logistics
Board Director Senior Corporate Officer	Masaya Hamamoto	(In charge of Accounting and Finance, Investor Relations, Public Relations, General Affairs, Legal and Compliance, Internal Audit, Risk Management, and Promotion of ESG)
Board Director Senior Corporate Officer	Yukihiro Isogai	In charge of HR, IT Strategy, R&D and Information Security
Outside Director (Independent Director)	Sayoko Miyairi	
Outside Director (Independent Director)	Jun Tsuchiya	
Outside Director (Independent Director)	Yuji Kikuchi	

[Auditors]

Full-time Audit & Supervisory Board Member	Tokuo Odo
Outside Audit & Supervisory Board Member (Independent Audit & Supervisory Board Member)	Kazuhiro Kawai
Outside Audit & Supervisory Board Member (Independent Audit & Supervisory Board Member)	Keiko Tamura

[Corporate Officer]

Position in the Company	Name	Responsibility in the Company
Senior Corporate Officer	Toshiaki Ogata	Head of Production Planning and Engineering
Senior Corporate Officer	Isao Takahashi	Head of Corporate Administration, Public Relations, Legal and Compliance
Corporate Officer	Akio Nakahashi	General Manager, Chiba Plant
Corporate Officer	Yoshiaki Kondo	Head of Environment, Safety and Quality Assurance
Corporate Officer	Hideki Shimizu	Head of Procurement
Corporate Officer	Akira Kamimura	Head of Accounting, FP&A, Finance and IR
Corporate Officer	Atsushi Tokumitsu	Seconded to Kurogane Kasei Co., Ltd. (President & Chief Executive Officer)
Corporate Officer	Katsunori Sato	Head of Sales & Marketing
Corporate Officer	Hideki Kurokawa	General Manager, Yokkaichi Plant
Corporate Officer	Takatoshi Fujii	Head of Human Resources