

December 1, 2025

### **Notice Concerning Personnel Changes**

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

#### 1. Personnel Changes (Effective January 1, 2026)

New Position	Present Position	Name
Senior Manager, Corporate Planning	Manager, Sales & Marketing	Tomoaki Umehashi
Department Head, Umaokoshi Manufacturing Department, Yokkaichi Plant	Manager, Umaokoshi Manufacturing Department, Yokkaichi Plant	Shingo Nakayama
Department Head, Environment and Safety Department, Yokkaichi Plant	Section Manager, Plant Maintenance Section, Plant Engineering Department, Yokkaichi Plant	Yoshiyuki Kato
Deputy Department Head, Planning, Project Management Department, Yokkaichi Plant	—	Hironori Haga
Senior Manager, Plant Engineering Department, Yokkaichi Plant	—	Tatsuya Hashimoto
Department Head, Environment, Safety and Quality Assurance Department, Chiba Plant	Section Manager, Quality Assurance Section, Environment, Safety and Quality Assurance Department, Chiba Plant	Kazuhisa Tanabe

#### **Contact information for this matter**

Corporate Communications and Investor Relations

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