

February 2, 2026

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 Change (effective from the date of the Ordinary General Meeting of Shareholders to be held in March 2026)

New Position	Present Position	Name
Department Head, Planning, Project Management Department, Yokkaichi Plant	Deputy Department Head, Planning, Project Management Department, Yokkaichi Plant	Hironori Haga

Contact information for this matter

Corporate Communications and Investor Relations

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