

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 April 1, 2026)

New Position	Present Position	Name
Head of Intellectual Property and Senior Manager, Corporate Planning	Head of Intellectual Property	Kenichi Hanasaki
Deputy Head of Human Resources	Senior Manager, Human Resources	Fumiko Ito
Senior Manager, Production Control, General Administration, Yokkaichi Plant	-	Mitsuo Tatematsu

Contact information for this matter

Corporate Communications and Investor Relations

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