

## Announcement Concerning Officer Changes

KH Neochem Co., Ltd. (TSE: 4189, President and CEO: Michio Takahashi; “KH Neochem”) hereby announces that officer changes as specified below were decided at its Board of Directors meeting held on January 30, 2025. The changes will be formally decided at the date of the Ordinary General Meeting of Shareholders to be held in March and subsequent Board of Directors meeting to be held in March, 2025.

For KH Neochem’s officer structure after such changes, please see the List of Responsibilities Delegated to Officers as shown in the attached Schedule.

1. Director Changes (effective from the date of the Ordinary General Meeting of Shareholders to be held in March 2025)

### (1) Candidate for Board Director to Newly Assume Office

New Title	Present Title	Name
Board Director	Corporate Officer, Head of Corporate Planning	Toshiaki Fujima

### (2) Resigning Board Director

Present Title	Name
Board Director	Tatsuro Niiya

(Planned to assume office as an Advisor.)

2. Corporate Officer Changes (effective from the Ordinary Board of Directors meeting to be held in March 2025)

### (1) Corporate Officer to Newly Assume Office

New Title	Former Title	Name
Corporate Officer, Chief Legal Officer (CLO), Head of Corporate Administration, Legal and Compliance	Head of Corporate Administration, Legal and Compliance	Maki Sato

## (2) Resigning Corporate Officers

Present Title	Name
Senior Corporate Officer, Chief Strategic Officer (CSO)	Tatsuro Niiya
Corporate Officer, Head of FP&A, Accounting and Finance	Akira Kamimura

## (3) Promotion and Changes in Delegated Responsibilities

New Title	Former Title	Name
Senior Corporate Officer, Chief Financial Officer (CFO) (to also serve as Head of FP&A, Accounting and Finance)	Senior Corporate Officer, Chief Financial Officer (CFO)	Masaya Hamamoto
Senior Corporate Officer, Chief Procurement Officer (CPO), Head of Procurement	Corporate Officer, Head of Procurement	Hideki Shimizu
Senior Corporate Officer, General Manager, Yokkaichi Plant	Corporate Officer, General Manager, Yokkaichi Plant	Hideo Kurokawa
Corporate Officer, Chief Human Resource Officer (CHRO), Head of Human Resources	Corporate Officer, Head of Human Resources	Takatoshi Fujii
Corporate Officer, Chief Strategic Officer (CSO), Head of Corporate Planning	Corporate Officer, Head of Corporate Planning	Toshiaki Fujima

End

**[Contact information for this matter]**

Corporate Communications and Investor Relations

KH Neochem Co., Ltd.

[kouhou@khneochem.co.jp](mailto:kouhou@khneochem.co.jp)

## KH Neochem Co., Ltd.

## List of Responsibilities Delegated to Officers (Proposed)

(Scheduled to be effective as of March 25, 2025)

**Board Directors who are not Audit and Supervisory Committee Members:**

Position	Name	Other Delegated Responsibilities
Representative Director, President & CEO	Michio Takahashi	Nomination and Compensation Advisory Committee Member
Board Director (Specified)	Masaya Hamamoto	-
Board Director	Toshiaki Fujima	Chairperson of Sustainability Committee
Board Director (Independent and Outside)	Sayoko Miyairi	Nomination and Compensation Advisory Committee Member
Board Director (Independent and Outside)	Jun Tsuchiya	Nomination and Compensation Advisory Committee Member
Board Director (Independent and Outside)	Yuji Kikuchi	Chairperson of Nomination and Compensation Advisory Committee

**Board Directors who are Audit and Supervisory Committee Members:**

Position	Name	Other Delegated Responsibilities
Board Director (Specified)	Isao Takahashi	Chairperson of Audit and Supervisory Committee / Selected Audit and Supervisory Committee Member
Board Director (Independent and Outside)	Kazuhiro Kawai	Audit and Supervisory Committee Member
Board Director (Independent and Outside)	Keiko Tamura	Audit and Supervisory Committee Member

Audit and Supervisory  
Committee Member  
(Substitute)

Masao Mori

Audit and Supervisory  
Committee Member  
(Substitute) (Outside)

Junko Imura

**Corporate Officers:**

Position	Name	Title, Etc.	Responsibilities	Other Delegated Responsibilities
Chief Executive Officer	Michio Takahashi	Chief Executive Officer (CEO)		(Internal Audit)
Executive Corporate Officer	Toshihiro Matsuoka	Chief Technical Officer (CTO)	Production Planning and Engineering / Yokkaichi Plant / Chiba Plant / Environment, Safety and Quality Assurance / Technology Development Center / Intellectual Property / Information Technology	Environmental Safety Officer, Quality Assurance Office, Cybersecurity Officer, Chairperson of Environmental Safety Committee, Chairperson of Energy Management Committee

Position	Name	Title, Etc.	Responsibilities	Other Delegated Responsibilities
Senior Corporate Officer	Masaya Hamamoto	Chief Financial Officer (CFO)	FP&A, Accounting and Finance / Corporate Communications and Investor Relations	To also serve as Head of FP&A, Accounting and Finance
Senior Corporate Officer	Yukihiro Isogai	Chief Marketing Officer (CMO)	Sales & Marketing / Business Service and Logistics / Innovation Strategy	
Senior Corporate Officer	Hideki Shimizu	Chief Procurement Officer (CPO) , Head of Procurement		
Senior Corporate Officer	Hideo Kurokawa	General Manager, Yokkaichi Plant		
Corporate Officer	Toshiaki Ogata	Head of Production Planning and Engineering		
Corporate Officer	Akio Nakahashi	General Manager, Chiba Plant		
Corporate Officer	Yoshiaki Kondo	Head of Environment, Safety and Quality Assurance		
Corporate Officer	Atsushi Tokumitsu	President of Kurogane Kasei Co., Ltd.		
Corporate Officer	Katsunori Sato	Head of Sales & Marketing		
Corporate Officer	Takatoshi Fujii	Chief Human Resource Officer (CHRO), Head of Human Resources		
Corporate Officer	Toshiaki Fujima	Chief Strategic Officer (CSO), Head of Corporate Planning		
Corporate Officer	Maki Sato	Chief Legal Officer (CLO), Head of Corporate Administration, Legal and Compliance		Chairperson of Risk Management Committee, Compliance Officer

End