October 29, 2026

Announcement Concerning Representative Director Changes

KH Neochem Co., Ltd. (TSE: 4189, President and CEO: Michio Takahashi) hereby announces that changes in representative directors as specified below were decided at its Board of Directors meeting held on October 29, 2026.

1. Reason for the Changes

Due to changes in officers effective January 1, 2027.

2. Details of Changes in Representative Directors (Effective January 1, 2027)

New Position	Current Position	Name
Representative Director and Chairman	Representative Director, President and CEO	Michio Takahashi
Representative Director, President and CEO	Board Director, Executive Corporate Officer	Toshiaki Fujima

3. Principal career summary of the person newly appointed as Representative Director

Name	Principal Career Summary
Toshiaki Fujima	Apr. 1998: Joined Kyowa Hakko Kogyo Co., Ltd. Aug. 2006: Seconded to Kyowa Hakko U.S.A., Inc. as Director Mar. 2011: Seconded to Kyowa Hakko Chemical Americas, Inc. as Executive Vice President Aug. 2013: Manager of Sales Group 2, Chemicals Sales & Marketing of the Company Jan. 2023: Head of Corporate Planning of the Company Mar. 2024: Corporate Officer, Head of Corporate Planning of the Company Mar. 2025: Board Director and Corporate Officer, Head of Corporate Planning of the Company Mar. 2026: Board Director and Executive Corporate Officer, Head of Corporate Planning of the Company (to present)
Number of the Company's shares held (Of which, the number of shares to be granted under the share-based remuneration plan)	7,513shares (3,013 shares)

End

[Contact information for this matter]
Corporate Communications and Investor Relations
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