

Announcement of Organizational Changes, Officer Changes and Personnel Changes

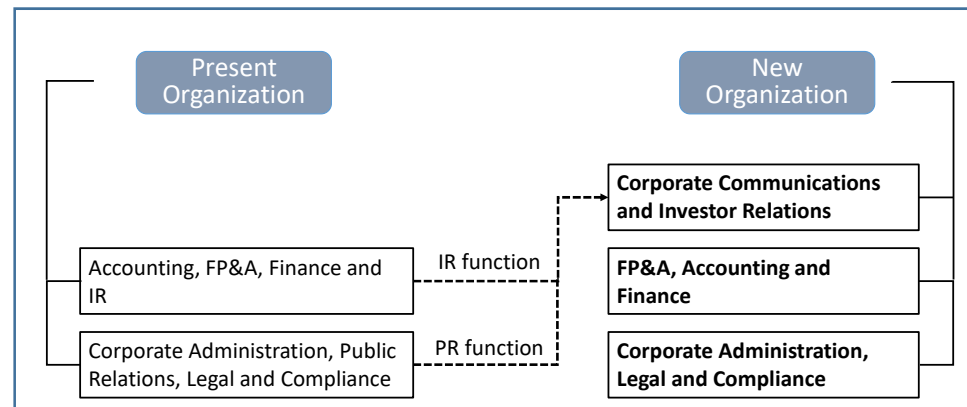
KH Neochem Co., Ltd. (TSE: 4189, President and CEO: Michio Takahashi, the “Company”) announces that it has decided to conduct the following organizational changes, officer changes and personnel changes.

I. **[Organizational Changes]** (Effective March 26, 2024)

A) Changes Overview:

In our commitment to centralize communication functions to stakeholders and enhance activities such as information disclosure and engagement with stakeholders, the Company have decided to integrate the Investor Relations (IR) and Public Relations (PR) functions, which were previously decentralized within Accounting, FP&A, Finance and IR Division and Corporate Administration, Public Relations, Legal and Compliance Division. The Company is establishing a new division named "Corporate Communications and Investor Relations Division."

Present and New Organizational Charts (Overview of function transfer)



B) Organizational Chart:

Please refer to the attached 6-page document.

II. [Officer Changes]

As announced in the notice dated today, titled "Announcement of Transition to a Company with an Audit and Supervisory Committee and Partial Amendments to the Articles of Incorporation," the Company will transition to a Company with an Audit and Supervisory Committee following approval at the 14th Ordinary General Meeting of Shareholders scheduled for March 26, 2024. The current Board of Directors consists of 8 directors (including 3 independent outside directors) and 3 Audit and Supervisory Board Members (including 2 independent outside auditors), totaling 11 members (including 5 outside officers). After the transition, the Board of Directors will consist of a total of 9 directors, including 5 independent outside directors. As a result, the Company will create a structure where the Board of Directors is composed of a majority of independent outside directors, further strengthening the supervisory function. Additionally, 2 of the current executive directors will focus on executive duties, enhancing the executive structure. Furthermore, the Company will appoint CxOs from among the corporate officers as heads of specific functions/areas, positioning them as overall responsible leaders within defined scopes, clarifying reporting lines from division heads, and establishing a structure that enables swift, accurate execution of duties.

The changes in directors and corporate officers after the transition to a Company with an Audit and Supervisory Committee are as follows:

A) Director Appointments (Effective March 26, 2024)

Note: The formal decision will be made at the Board of Directors meeting after the 14th Ordinary General Meeting of Shareholders in March 2024.

1. Directors after the transition to a Company with an Audit and Supervisory Committee

a) Directors who are not Audit and Supervisory Committee Members:

New Title	Present Title	Name
Representative Director, President & CEO	Same	Michio Takahashi
Board Director	Same	Tatsuro Niiya
Board Director	Same	Masaya Hamamoto
Independent Outside Director	Same	Sayoko Miyairi
Independent Outside Director	Same	Jun Tsuchiya
Independent Outside Director	Same	Yuji Kikuchi

b) Directors who are Audit and Supervisory Committee Members:

New Title	Present Title	Name
Director, Audit and Supervisory Committee Member	Senior Corporate Officer Head of Corporate Administration, Public Relations, Legal and Compliance	Isao Takahashi
Outside Director, Audit and Supervisory Committee Member	Outside Audit and Supervisory Board Member	Kazuhiro Kawai
Outside Director, Audit and Supervisory Committee Member	Outside Audit and Supervisory Board Member	Keiko Tamura

2. Directors and auditors to be retired:

Present Title	Name
Board Director	Toshihiro Matsuoka
Board Director	Yukihiro Isogai
Audit and Supervisory Board Member	Tokuo Odo

B) Corporate Officer Appointments (Effective March 26, 2024)

Note: The formal decision will be made at the Board of Directors meeting after the 14th Ordinary General Meeting of Shareholders in March 2024.

New Title	Present Title	Name
Executive Corporate Officer	Senior Corporate Officer	Toshihiro Matsuoka
Corporate Officer Head of Production Planning and Engineering	Senior Corporate Officer Head of Production Planning and Engineering	Toshiaki Ogata
Corporate Officer Head of Corporate Planning	Head of Corporate Planning	Toshiaki Fujima

As a result of the above changes (A and B), the corporate officer structure after the transition to a Company with an Audit and Supervisory Committee will be as follows.

Corporate Officers:

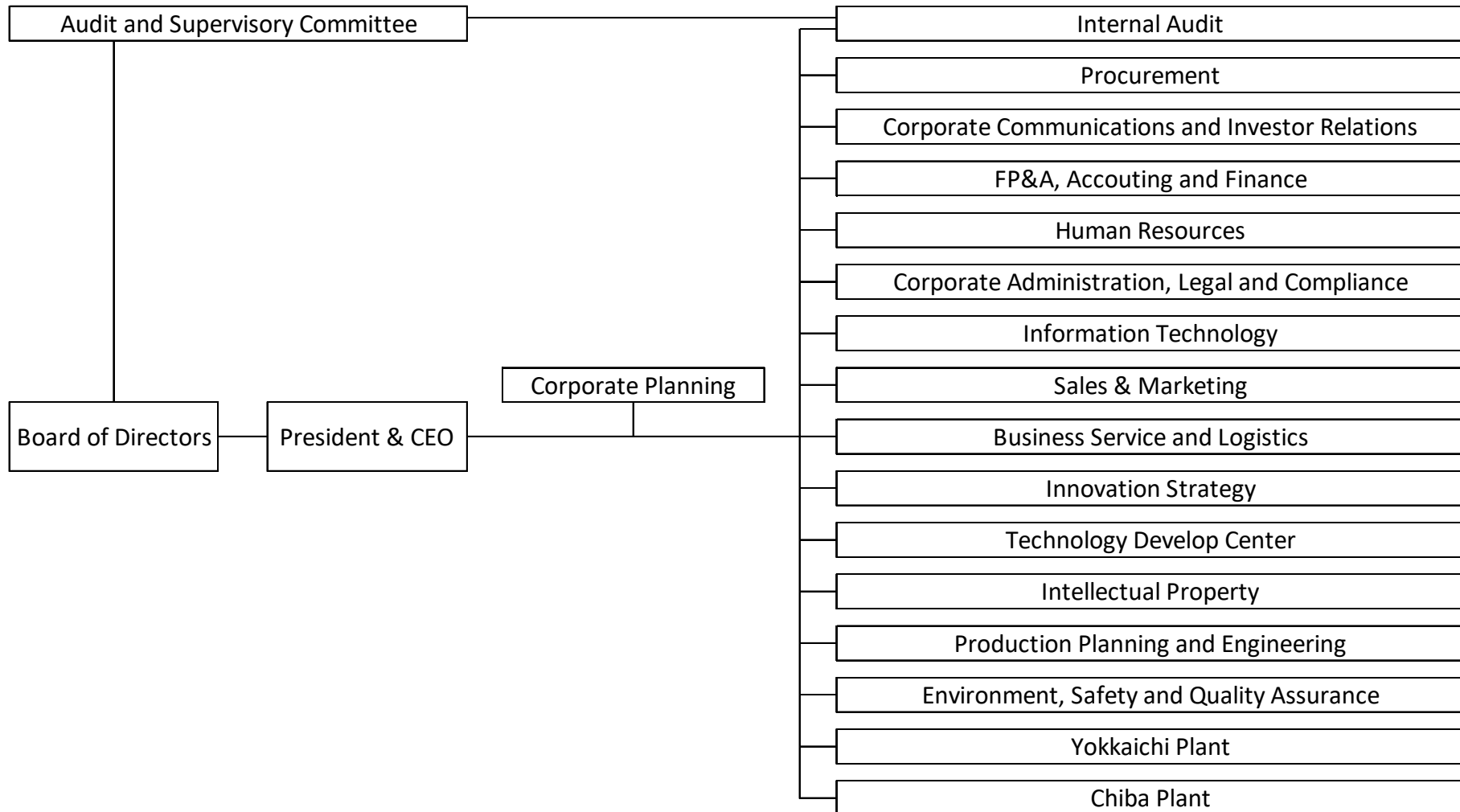
Position	Name	Title	Responsibility
Chief Executive Officer	Michio Takahashi	Chief Executive Officer (CEO)	Internal Audit
Executive Corporate Officer	Toshihiro Matsuoka	Chief Technical Officer (CTO)	Production Planning and Engineering / Yokkaichi Plant / Chiba Plant / Environment, Safety and Quality Assurance / Technology Development Center / Intellectual Property / Information Technology
Senior Corporate Officer	Tatsuro Niiya	Chief Strategic Officer (CSO)	Corporate Planning / Human Resources / Procurement / Affiliated Companies
Senior Corporate Officer	Masaya Hamamoto	Chief Financial Officer (CFO)	Corporate Communications and Investor Relations / FP&A, Accounting and Finance / Corporate Administration, Legal and Compliance
Senior Corporate Officer	Yukihiro Isogai	Chief Marketing Officer (CMO)	Sales & Marketing / Business Service and Logistics / Innovation Strategy
Corporate Officer	Toshihiro Ogata	Head of Production Planning and Engineering	
Corporate Officer	Akio Nakahashi	General Manager, Chiba Plant	

Position	Name	Title	Responsibility
Corporate Officer	Yoshiaki Kondo	Head of Environment, Safety and Quality Assurance	
Corporate Officer	Hideki Shimizu	Head of Procurement	
Corporate Officer	Akira Kamimura	Head of FP&A, Accounting and Finance	
Corporate Officer	Atsushi Tokumitsu	President of Kurogane Kasei Co., Ltd.	
Corporate Officer	Katsunori Sato	Head of Sales & Marketing	
Corporate Officer	Hideo Kurokawa	General Manager, Yokkaichi Plant	
Corporate Officer	Takatoshi Fujii	Head of Human Resources	
Corporate Officer	Toshiaki Fujima	Head of Corporate Planning	

III. **[Personnel Changes]** (Effective March 26, 2024)

New Title	Present Title	Name
Head of Corporate Communications and Investor Relations	Senior Manager Accounting, FP&A, Finance and IR	Satoshi Kozasa
Head of Corporate Administration, Legal and Compliance	Senior Manager Corporate Administration, Public Relations, Legal and Compliance	Maki Sato

New Organizational Chart for the Entire Company as of March 26, 2024



Contact information for this matter

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