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January 26, 2026

Company name: DAIICHI KIGENSO KAGAKU KOGYO CO., LTD.  
Representative: Hiroshi Kokubu  
Chairman of the Board, Chief Executive Officer  
(Securities code 4082; Prime Market, Tokyo Stock Exchange)  
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## Notice Concerning Organizational and Personnel Changes

DAIICHI KIGENSO KAGAKU KOGYO CO., LTD. (the “Company”) hereby announces that it has decided on the following organizational and personnel changes.

### 1. Organizational changes (effective April 1, 2026)

[Purpose]

The purpose of the changes is to build an organizational structure that can respond flexibly and promptly to changes in the management environment, toward the achievement of the medium-term management plan “DK-One Next.”

[Details of the changes]

- (1) The Finance & Accounting Division will be transferred to the Strategy Unit, with the intention to increase the linkage between the management strategy and the finance strategy and allow prompt and strategic investment decisions and budget formulations.
- (2) The Sustainability Division and the Environment and Safety Management Division will be merged to establish the Sustainability Division in the Administration Unit, with the intention to promote company-wide sustainability activities more strongly.

### 2. Personnel changes

#### (1) Executive Officer appointments (effective April 1, 2026)

Name	New appointment/ Reappointment	New title	Former title
Masayuki Itahashi	Reappointment	Director, Member of the Board, Managing Executive Officer; Senior General Manager, R&D Unit	Director, Member of the Board, Managing Executive Officer; Deputy Senior General Manager, Strategy Unit
Hiroshi Okamoto	Reappointment	Senior Executive Officer; Senior General Manager, Strategy Unit	Executive Officer; Senior General Manager, R&D Unit
Keita Kodama	Reappointment	Senior Executive Officer; President, VIETNAM RARE ELEMENTS CHEMICAL JOINT STOCK COMPANY	Executive Officer; President, VIETNAM RARE ELEMENTS CHEMICAL JOINT STOCK COMPANY

Motonari Aoi	New appointment	Executive Officer; Senior General Manager, Production & Engineering Unit	Deputy Senior General Manager, Production & Engineering Unit
Takahiro Wakita	New appointment	Executive Officer; Deputy Senior General Manager, Administration Unit; General Manager, General Affairs & Human Resources Division	Deputy Senior General Manager, Administration Unit; General Manager, General Affairs & Human Resources Division
Atsushi Kumakura	New appointment	Executive Officer; Deputy Senior General Manager, Strategy Unit	General Manager, Corporate Planning Division, Strategy Unit

(2) Deputy Senior General Manager appointments (effective April 1, 2026)

Name	New title	Former title
Ryo Yoshii	Deputy Senior General Manager, Operational Unit	Deputy Senior General Manager, Strategy Unit
Masami Matsuura	Deputy Senior General Manager, Production & Engineering Unit General Manager, Production Control Division, Production & Engineering Unit	General Manager, Production Control Division, Production & Engineering Unit

(3) Division Manager appointments (effective April 1, 2026)

Name	New title	Former title
Keiichi Inoue	General Manager, Corporate Planning Division, Strategy Unit	General Manager, Finance & Accounting Division, Administration Unit
Tatsuya Higuchi	General Manager, Finance & Accounting Division, Strategy Unit	Deputy General Manager, Finance & Accounting Division, Administration Unit
Jun Kudo	General Manager, Supply Chain Management Division, Operational Unit	Deputy General Manager of Gotsu Site, Production & Engineering Unit
Keigo Tsurusaki	General Manager, Sales and Marketing Division, Operational Unit	General Manager, Procurement Division, Operational Unit
Akira Kohara	General Manager, Procurement Division, Operational Unit	Deputy General Manager, Procurement Division, Operational Unit
Rie Mitsui	General Manager, Sustainability Division, Administration Unit	Manager, Information and Communication Technology Division, Strategy Unit