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March 23, 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)
 Contact: Kimio Ouchi
 Director, Member of the Board, Managing Executive Officer; Senior General Manager, Administration Unit
 Telephone: +81-6-6206-3311

Notice Concerning Changes in Officers

DAIICHI KIGENSO KAGAKU KOGYO CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held today, it has decided to make changes to its Members of the Board and other officers as described below.

Directors and a substitute Audit & Supervisory Board Member are scheduled to be elected at the Annual General Meeting of Shareholders to be held on June 19, 2026, and the Chairman of the Board is scheduled to be officially decided at a meeting of the Board of Directors to be held on the same day.

1. Election of Directors and a Substitute Audit & Supervisory Board Member

(1) Candidates for Director

Name	New appointment/ Reappointment	New title	Current title
Hiroshi Kokubu	Reappointment	Chairman of the Board	Same as on the left
Kimio Ouchi	Reappointment	Director, Member of the Board	Same as on the left
Masayuki Itahashi	Reappointment	Director, Member of the Board	Same as on the left
Toshiyuki Umehara	Reappointment	Outside Director, Member of the Board	Same as on the left
Junichi Tanaka	Reappointment	Outside Director, Member of the Board	Same as on the left
Naomi Tobita	Reappointment	Outside Director, Member of the Board	Same as on the left

(2) Candidate for Substitute Audit & Supervisory Board Member

Name	New appointment/ Reappointment	Current position, etc.
Takao Mizuno	Reappointment	General Affairs & Human Resources Division, Administration Unit; Substitute Audit & Supervisory Board Member

2. Composition of Executive Officers (effective April 1, 2026)

Name	New appointment/ Reappointment	New title	Current title
Hiroshi Kokubu	Reappointment	Chief Executive Officer	Same as on the left
Kimio Ouchi	Reappointment	Managing Executive Officer; Senior General Manager, Administration Unit	Same as on the left
Masayuki Itahashi	Reappointment	Managing Executive Officer; Senior General Manager, R&D Unit	Managing Executive Officer; Senior General Manager, Strategy Unit
Isao Okazaki	Reappointment	Managing Executive Officer; Senior General Manager, Operational Unit	Same as on the left
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, Manufacturing & Production Unit	Deputy Senior General Manager, Manufacturing & Production 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