May 22, 2026

Company name: JAPAN PURE CHEMICAL CO.,LTD.
Securities code: 4973 Tokyo Stock Exchange (Prime Market) URL https://www.netjpc.com
Representative: Representative Director and President Tomoyuki Kojima
Inquiries: Senior Director, General Manager of Corporate Planning Division and Finance Division Motoki Watanabe TEL +81-3-3550-1048

Notice Regarding Personnel Changes of Directors and Officers

The Company hereby announces that, at the meeting of the Board of Directors held today, it informally decided on the following personnel changes of directors and officers based on the recommendation of the Nomination and Compensation Advisory Committee. These changes are scheduled to be formally approved at the 55th Annual General Meeting of Shareholders to be held on June 24, 2026, and at the subsequent meeting of the Board of Directors.

Candidates for Directors (Excluding Directors Serving as Audit and Supervisory Committee Members)(Scheduled for June 24, 2026)

Name	New Position	Current Position
Tomoyuki Kojima	Representative Director and President	Representative Director and President
Motoki Watanabe	Senior Director	Senior Director
Masao Watanabe	Director and Senior Advisor	Director and Senior Advisor
Yasutoshi Ohata	Outside Director Independent Officer	Outside Director Independent Officer
Isamu Kawashima	Outside Director Independent Officer	Outside Director Independent Officer
Momoe Kuromatsu	Outside Director Independent Officer	Outside Director Independent Officer
Hiroshi Hayashi	Outside Director Independent Officer	Outside Director Independent Officer

(Reference)

Directors Serving as Audit and Supervisory Committee Members

Name	Title
Shigeto Tomikuni	Outside Director (Full-time Audit & Supervisory Committee Member)
Masanori Takano	Outside Director (Audit & Supervisory Committee Member)
Yuko Otake	Outside Director (Audit & Supervisory Committee Member)

Substitute Director Serving as an Audit and Supervisory Committee Member (Resolved on June 20, 2025)

Name	Title
Masafumi Tanabu	Substitute Audit and Supervisory Committee Member (Outside Director)