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February 18, 2025

Company name: Fuso Chemical Co., Ltd.  
Name of representative: Shinichi Sugita,  
Representative Director and President  
(Securities code: 4368, Prime Market)  
Inquiries: Hiroyuki Ito,  
Senior Executive Officer,  
Division Manager of Administration Division  
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## **Announcement of Organizational Changes, Personnel Changes and Election of Candidates for Board Directors**

FUSO CHEMICAL CO., LTD. (the “Company”) hereby announces that, at the Board of Directors’ meeting held on February 18, 2025, the Company has decided organizational and personnel changes as follows. At the meeting, the Company has also nominated candidates for Board Directors. The election of Board Directors will be subject to approval at the Company’s 68th Annual General Meeting of Shareholders to be held on June 20, 2025. The Company also announces that a current Board Director retires at the conclusion of the above mentioned Annual General Meeting of Shareholders.

### 1. Organizational Changes (April 1, 2025)

#### (1) Dissolution of International Division and establishment of International Department

International Division will be dissolved as the division’s primary objective of strengthening the internal control of overseas operations is being achieved. In the reorganization, International Department will be newly established in Life Science Business Unit with the aim of making overseas operations more effectively. The new department will oversee the five overseas subsidiaries.

#### (2) Others

- (i) General Affairs Department; Secretarial Office will be dissolved and its function will be integrated into General Affairs Section.
- (ii) Production Division; each Analysis Section in Production Departments will be renamed to Quality Control Section.
- (iii) Kyoto Production Department; Plant Maintenance Section will be under the organization of Production Engineering Department.

### 2. Personnel Changes

#### (1) Changes regarding Board Directors

##### (i) Effective as of April 1, 2025

Name	New Position	Current Position
Takashi TANIMURA	Senior Managing Director [PMP Fermentation Products, Inc.(the Company’s U.S. subsidiary )]	Senior Managing Director, General Manager of International Division [PMP Fermentation Products, Inc.(the Company’s U.S. subsidiary )]

The above-named Board Director will retire on June 20, 2025; term of office will expire on the day.

##### (ii) Effective as of June 20, 2025

Name	New Position	Current Position
Hiroyuki ITO	Board Director, Division Manager of Administration Division	Senior Executive Officer, Division Manager of Administration Division
Norikazu MIYAMOTO	Board Director, Division Manager of Production Division, Department Manager of Osaka Production Department, General Manager of Kyoto Plant	Senior Executive Officer, Division Manager of Production Division, Department Manager of Osaka Production Department, General Manager of Kyoto Plant

(2) Changes regarding Executive Officers

(i) Effective as of April 1, 2025

Name	New Position	Current Position
Chikara NINOMIYA	Executive Officer, Life Science Business Unit Division Manager of Sales Development Division, Department Manager of Sales Development Department, Department Manager of International Department	Executive Officer, Life Science Business Unit Division Manager of Sales Development Division, Department Manager of Sales Development Department

(ii) Effective as of June 20, 2025

Name	New Position	Current Position
Masahiko MIYAKE	Senior Executive Officer, Deputy Division Manager of Administration Division, Department Manager of General Affairs Department	Executive Officer, Deputy Division Manager of Administration Division, Department Manager of General Affairs Department

(3) Newly nominated candidates for Board Directors (Excluding Board Directors Who Are Audit and Supervisory Committee Members)

(to be elected on June 20, 2025)

Name (Date of birth)	Carrier Summary	Number of the Company's shares owned
Hiroyuki ITO (October 15, 1964)	Apr. 1987 Joined The Daiwa Bank, Limited (currently Resona Bank, Limited) May 1994 IBJ International Plc Apr. 1996 Daiwa Bank Capital Management Plc Jul. 2010 General Manager of Bay Area Sales Department Apr. 2014 General Manager of Internal Audit Division Apr. 2017 Joined the Company Department Manager of General Affairs Department of Administration Division Jul. 2020 Executive Officer Division Manager of Administration Division [current] Jul. 2023 Senior Executive Officer [current]	1,886 shares

[Reasons for nomination as candidate for Board Director]  
Hiroyuki Ito has experience and expertise in financial institutions and the Company's administrative division. Judging that he is capable of contributing to strengthening administrative operations and corporate governance by utilizing them through his execution of duties as Board Director, the Company has newly nominated him as candidate for Board Director.

Name (Date of birth)	Carrier Summary	Number of the Company's shares owned
Norikazu MIYAMOTO (April 21, 1967)	Apr. 1994    Joined the Company Apr. 2015    Department Manager of Kyoto Production Department of Electronic Materials Business Unit Jun. 2017    General Manager of Qingdao Fuso Refining & Processing Co., Ltd. Jan. 2020    Division Manager of Production Division of Life Science Business Unit Jul. 2020    Executive Officer Sep. 2023    General Manager of Kashima Plant Apr. 2024    Senior Executive Officer [current] Division Manager of Production Division [current] Jul. 2024    General Manager of Kyoto Plant [current]	2,373 shares
<p>[Reasons for nomination as candidate for Board Director]</p> <p>Norikazu Miyamoto has experience and expertise in the life science and electronic materials businesses. Judging that he is capable of contributing to businesses the Company is developing by utilizing them through his execution of duties as Board Director, the Company has newly nominated him as candidate for Board Director.</p>		