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June 15, 2026

Company name: Fuso Chemical Co., Ltd.
Name of representative: Shinichi Sugita,
Representative Director and President
(Securities code: 4368, Prime Market)
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Announcement of Organizational and Personnel Changes

FUSO CHEMICAL CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on June 15, 2026, the Company resolved to implement the following organizational and personnel changes.

1. Organizational Changes (Effective July 1, 2026)

- (1) Process Engineering Department, Kyoto Production Engineering Department and Kashima Production Engineering Department will be established under Production Engineering Management Department, Production Division.
- (2) Process Engineering Section will be placed under Process Engineering Department.
- (3) Kyoto Plant Design Section and Kyoto Engineering Section will be placed under Kyoto Production Engineering Department. Plant Maintenance Section will be renamed Kyoto Engineering Section.
- (4) Kashima Plant Design Section and Kashima Engineering Section will be placed under Kashima Production Engineering Department. Engineering Section of Kashima Production Department will be renamed Kashima Engineering Section and transferred to Kashima Production Engineering Department.

These changes are intended to enhance organizational and technical capabilities to promote production growth of ultra high purity colloidal silica and expansion of facilities.

2. Personnel Changes

Changes in Department Manager Positions (Effective July 1, 2026)

Name	New Position	Current Position
Takao YANAGISAWA	Department Manager of Process Engineering Department, Production Engineering Management Department, Production Division	Manager of Process Engineering Section, Production Engineering Management Department, Production Division
Kunihiro OHASHI	Department Manager of Kyoto Production Engineering Department, Production Engineering Management Department, Production Division	Manager of Kyoto Plant Design Section, Production Engineering Management Department, Production Division
Masaya KIMURA	Department Manager of Kashima Production Engineering Department, Production Engineering Management Department, Production Division	Manager of Kashima Plant Design Section, Production Engineering Management Department, Production Division

3. Effective Date

July 1, 2026