Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail.

November 16, 2026

Company name: Fuso Chemical Co., Ltd.
Name of representative: Shinichi Sugita,
Representative Director and President
(Securities code: 4368, Prime Market)
Inquiries: Hiroyuki Ito,
Board Director,
Division Manager of Administration Division
(Telephone: +81-3-3639-6311)

Announcement of Personnel Changes

FUSO CHEMICAL CO., LTD. (the "Company") hereby announces that, at a meeting of the Board of Directors held on November 16, 2026, the Company resolved to implement the following personnel changes.

Personnel Changes

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

Name	New Position	Current Position
Masaru MINAMIDA	Department Manager of Osaka Production Department, Production Division	Deputy Department Manager of Osaka Production Department, Production Division