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February 20, 2026

Company name: Nippon Soda Co., Ltd.  
Name of representative: Eiji Aga  
Representative Director and President  
(Securities code: 4041; TSE Prime Market)  
Inquiries: Toyonobu Katagishi  
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### Notice Concerning Changes in Executive Officers

Nippon Soda Co., Ltd. (the "Company") hereby announces that the Company resolved the following personnel changes in Executive Officers, Important Employee, and Others at the Board of Directors meeting held on February 20, 2026:

1. Changes in Executive Officers  
(Effective as of April 1, 2026)

Name	New Position	Current Position
(Promotion) Kazuo Oba	Senior Executive Officer General Manager, Agro Products Div.	Executive Officer General Manager, Agro Products Div.
(Promotion) Tamotsu Tanimura	Senior Executive Officer President, Nisso Fine Co., Ltd.	Executive Officer President, Nisso Fine Co., Ltd.
Hirokazu Yamada	Executive Officer General Manager, Production Technology Center, Research & Development Div.	Executive Officer, General Manager, Production Technology Center, Research & Development Div. Manager, Takaoka Research Dept., Production Technology Center, Research & Development Div.

2. Changes in Important Employee  
(Effective as of April 1, 2026)

Name	New Position	Current Position
Hiroshi Sumiya	Manager, Manufacturing Dept., Takaoka Plant, Production Div.	General Manager, Mizushima Plant, Production Div. Manager, Manufacturing Sec., Mizushima Plant, Production Div.

### 3. Other Change

(Effective as of March 31, 2026)

Executive Fellow (schedule to retire)

Name	New Position	Current Position
Yuki Nakagawa	Retirement	Executive Fellow Research & Development Div.

[Reference] Directors and Executive Officers Structure from April 1, 2026

#### 1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	Position
Eiji Aga	Representative Director, President
Osamu Sasabe	Director
Osamu Shimizu	Director Representative Chairman and President, Nisso Namhae Agro Co., Ltd.
Atsuhiko Seshimo	Director
Yuko Watase	Director (*1)
Takayoshi Meiga	Director (*1)
Tatsufumi Sakai	Director (*1)

(\*1) Outside Director

#### 2) Directors Who Are Members of the Audit and Supervisory Committee

Name	Position
Nobuyuki Hori	Director, Audit and Supervisory Committee Member (Full time)
Yoko Waki	Director, Audit and Supervisory Committee Member (*1)
Hayato Yoshida	Director, Audit and Supervisory Committee Member (*1)

(\*1) Outside Director

#### 3) Executive Officers

Name	Position
Eiji Aga	President
Osamu Sasabe	Senior Executive Managing Officer Management of Corporate Strategy Dept., DX Promotion Dept., Human Resources Dept., Purchasing & Logistics Div.
Osamu Shimizu	Executive Managing Officer Supervision of CSR Promotion, management of General Affairs Dept., Legal Dept., and Finance & Accounting Dept. Representative Chairman and President, Nisso Namhae Agro Co., Ltd.
Atsuhiko Seshimo	Senior Executive Officer Supervision of Technology, General Manager of Production Div., Manager of Trade Administration Dept.
Kazuo Oba	Senior Executive Officer General Manager, Agro Products Div.
Tamotsu Tanimura	Senior Executive Officer President, Nisso Fine Co., Ltd.

Akira Mitani	Executive Officer General Manager, Research & Development Div.
Akemi Osawa	Executive Officer General Manager, Nihongi Plant, Production Div.
Hirokazu Yamada	Executive Officer General Manager, Production Technology Center, Research & Development Div
Makoto Kato	Executive Officer General Manager, Chemicals Business Div.
Satoshi Sekizawa	Executive Officer Supervision of Business Process Re-engineering Project
Jiro Sawada	Executive Officer General Manager, Purchasing & Logistics Div., Manager, Purchasing Dept., and Deputy General Manager, Chemicals Business Div
Takatoshi Shinbo	Executive Officer Manager, Human Resources Dept. Representative Director and President, NS Business Support Co., Ltd.
Kunihito Ito	Executive Officer Manager, Corporate Strategy Dept.
Issei Takizawa	Executive Officer General Manager, Takaoka Plant, Production Div.

[Reference] Change of Advisor as of Late June, 2026

Name	New Position	Current Position
Atsuo Watanabe	Retirement	Advisor

[Reference] Directors and Executive Officers Structure from Late June, 2026

The appointment of the following Directors and Executive Officers shall be subject to resolution at the Board of Directors after the 157th general shareholders' meeting scheduled in late June, 2026

1) Directors (excluding Directors who are Audit and Supervisory Committee Members)

Name	Position
Eiji Aga	Representative Director, President
Osamu Sasabe	Director
Osamu Shimizu	Director Representative Chairman and President, Nisso Namhae Agro Co., Ltd.
Atsuhiko Seshimo	Director
Yuko Watase	Director (*1)
Takayoshi Meiga	Director (*1)
Tatsufumi Sakai	Director (*1)

(\*1) Outside Director

2) Directors Who Are Members of the Audit and Supervisory Committee

Name	Position
Nobuyuki Hori	Director, Audit and Supervisory Committee Member (Full time)
Yoko Waki	Director, Audit and Supervisory Committee Member (*1)
Hayato Yoshida	Director, Audit and Supervisory Committee Member (*1)

(\*1) Outside Director

3) Executive Officers

Name	Position
Eiji Aga	President
Osamu Sasabe	Senior Executive Managing Officer Management of Corporate Strategy Dept., DX Promotion Dept., Human Resources Dept., Purchasing & Logistics Div.
Osamu Shimizu	Executive Managing Officer Supervision of CSR Promotion, management of General Affairs Dept., Legal Dept., and Finance & Accounting Dept. Representative Chairman and President, Nisso Namhae Agro Co., Ltd.
Atsuhiko Seshimo	Senior Executive Officer Supervision of Technology, General Manager of Production Div., Manager of Trade Administration Dept.
Kazuo Oba	Senior Executive Officer General Manager, Agro Products Div.
Tamotsu Tanimura	Senior Executive Officer President, Nisso Fine Co., Ltd.
Akira Mitani	Executive Officer General Manager, Research & Development Div.
Akemi Osawa	Executive Officer General Manager, Nihongi Plant, Production Div.
Hirokazu Yamada	Executive Officer General Manager, Production Technology Center, Research & Development Div
Makoto Kato	Executive Officer General Manager, Chemicals Business Div.
Satoshi Sekizawa	Executive Officer Supervision of Business Process Re-engineering Project
Jiro Sawada	Executive Officer General Manager, Purchasing & Logistics Div., Manager, Purchasing Dept., and Deputy General Manager, Chemicals Business Div
Takatoshi Shinbo	Executive Officer Manager, Human Resources Dept. Representative Director and President, NS Business Support Co., Ltd.
Kunihito Ito	Executive Officer Manager, Corporate Strategy Dept.
Issei Takizawa	Executive Officer General Manager, Takaoka Plant, Production Div.