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November 21, 2025

To Whom It May Concern

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971, TSE Prime Market)
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Transfer of Operating Officers

At its Board of Directors meeting held on November 21, 2025, the Company made a tentative decision to transfer certain Operating Officers as follows.

1. Transfer of Operating Officers (effective January 1, 2026)

- | | |
|---|-----------------------------------|
| (1) Member of the Board of Directors, | Sadamitsu SUMITOMO (currently |
| Executive Operating Officer, | Member of the Board of Directors, |
| Global Operations, | Executive Operating Officer, |
| Responsible Officer, Production Unit | Global Operations) |
|
(2) Member of the Board of Directors, | Tetsuya TANIGUCHI (currently |
| Executive Operating Officer, | Member of the Board of Directors, |
| Responsible Officer, Global Sales | Executive Operating Officer, |
| & Marketing Unit, | General Manager of Management |
| President's Special Assignment Officer | & Planning Unit) |
|
(3) Operating Officer, | Shuichi TAKAGAKI (currently |
| General Manager | Operating Officer, |
| Chemical Management , | Managing Director |
| President's Special Assignment Officer | MEC SPECIALTY CHEMICAL |
| | (THAILAND) CO., LTD.) |