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February 16, 2026

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Representative: Ryuji Mezaki, Representative Director, President & CEO
(Securities code: 8158, Prime Market, Tokyo Stock Exchange)
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Notice Regarding Organizational and Personnel Changes

Soda Nikka Co., Ltd. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on February 16, 2026, it has resolved the following changes in organization and personnel.

1. Organizational Changes (effective April 1, 2026)

The organizational changes will be as follows:

- 1) The Business Support Department will be renamed the Logistics Management Department and the new Logistics Support Group will be established under it.
- 2) The Hokkaido Sales Office will be renamed the Sapporo Sales Office and the Tomakomai Office will be established under it.

2. Personnel Changes (effective April 1, 2026)

(1) Change in the Positions of an Executive Officer

Name	New Positions	Current Positions
Munehisa Oosato	Managing Executive Officer General Manager of Functional Materials Sales Division Responsible for Medium-term Management Plan Package and New Materials Business General Manager of Business Development Department	Managing Executive Officer General Manager of Functional Materials Sales Division Responsible for Medium-term Management Plan Package and New Materials Business

(2) Newly Appointed Executive Officers

Name	New Positions	Current Positions
Kazutoyo Sakuda	Executive Officer Deputy Division Manager, Chemicals Sales and Functional Materials Sales Divisions Responsible for Medium-term Management Plan Lifestyle Solutions Business General Manager, Lifestyle Industry Department	Deputy Division Manager, Chemicals Sales and Functional Materials Sales Divisions Responsible for Medium-term Management Plan Lifestyle Solutions Business General Manager, Lifestyle Industry Department
Takashi Ooki	Executive Officer Deputy Division Manager, Chemicals Sales and Functional Materials Sales Divisions Responsible for Medium-term Management Plan Package Business President & Representative Director, NIHON HOWSOW Co., Ltd.	Responsible for Medium-term Management Plan Package and Functional Materials Business President & Representative Director, NIHON HOWSOW Co., Ltd.

(3) Changes in Key Employees

Name	New Positions	Current Positions
Naoki Tanabe	Deputy Division Manager, Chemicals Sales and Functional Materials Sales Divisions General Manager, Logistics Management Department	Deputy Division Manager, Chemicals Sales and Functional Materials Sales Divisions General Manager, Business Support Department
Naoki Irisawa	Branch Manager, Hiroshima Sales Office	Group Manager, Materials Industry and Infrastructure Industry Group, Osaka Chemicals Department, Kansai Regional Office