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May 8, 2026

Company Name: SODA NIKKA CO., LTD.
Representative: Ryuji Mezaki, Representative Director,
President & CEO
(Securities code: 8158, Prime Market,
Tokyo Stock Exchange)
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Notice Regarding Changes in Executive Personnel

Soda Nikka Co., Ltd. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on May 8, 2026, it has resolved the following changes in executive personnel.

This matter is subject to approval at the Annual General Meeting of Shareholders scheduled for June 24, 2026, with formalization coming thereafter.

Personnel Changes (as of June 24, 2026)

(1) New candidate for Member of the Board

Name	New Position	Current Position
Osamu Iwabuchi	Member of the Board, Managing Executive Officer, Division Manager of Accounting Division, Responsible for Financial Strategy of Medium-term Management Plan	Managing Executive Officer, Division Manager of Accounting Division, Responsible for Financial Strategy of Medium-term Management Plan

(Profile of the newly appointed Member of the Board candidate)

Name: Osamu Iwabuchi

Date of Birth: December 2, 1972

Career:

April 1996 Joined the Company
April 2020 General Manager of Corporate Strategy Division
April 2021 Deputy Division Manager of Corporate Planning Division and General Manager of Corporate Strategy Division
April 2022 Executive Officer, Division Manager of Corporate Planning Division
April 2023 Executive Officer, Division Manager of Accounting Division
April 2024 Executive Officer, Division Manager of Accounting Division, Responsible for Financial Strategy of Medium-term Management Plan
April 2025 Managing Executive Officer, Division Manager of Accounting Division, Responsible for Financial Strategy of Medium-term Management Plan (current position)

(Reference) The management structure after the conclusion of the Annual General Meeting of Shareholders on June 24, 2026 will be as follows.

1. Officer structure

Name	Position
Ryuji Mezaki	Representative Director
Yasuyuki Matsuo	Member of the Board
Osamu Iwabuchi	Member of the Board
Yuji Furukawa	Outside Member of the Board (Independent director)
Yoshihiro Nishiyama	Outside Member of the Board (Independent director)
Mariko Matsumura	Outside Member of the Board (Independent director)
Takahiro Miyamoto	Audit & Supervisory Board Member
Mari Suzuki	Outside Audit & Supervisory Board Member (Independent director)
Masafumi Kamiyama	Outside Audit & Supervisory Board Member (Independent director)

2. Executive Officer structure

Ryuji Mezaki	President & CEO
Yasuyuki Matsuo	Senior Managing Executive Officer
Osamu Iwabuchi	Managing Executive Officer, Division Manager of Accounting Division, Responsible for Financial Strategy of Medium-term Management Plan
Munehisa Oosato	Managing Executive Officer, Division Manager of Functional Materials Sales Division, Responsible for Medium-term Management Plan Package and New Materials Business
Takeshi Toya	Executive Officer, Division Manager, Kansai Regional Office
Kunimichi Takahashi	Executive Officer, Division Manager of Chemicals Division, Responsible for Core Business of Medium-term Management Plan
Takeshi Nishijima	Executive Officer, Division Manager of Administration Division, Responsible for Human Resource Strategy of Medium-term Management Plan

Shingo Masuda	Executive Officer, Division Manager of Corporate Planning Division, Responsible for Promotion of Medium-term Management Plan
Kazutoyo Sakuda	Executive Officer, Deputy Division Manager of Chemicals and Functional Materials Division, Responsible for Medium-term Management Plan Lifestyle Solution Business
Takashi Ooki	Executive Officer, Deputy Division Manager of Chemicals and Functional Materials Division, President and Representative Director of Nihon Howsow Co., Ltd.