



December 5, 2025

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

Nippon Soda Co., Ltd. (the "Company") hereby announces that the Company resolved the following personnel changes in Executive Officers and Important Employee at the Board of Directors meeting held on December 5, 2025:

#### 1. Changes in Executive Officers

(Effective as of January 1, 2026)

Name	New Position	Current Position
Akemi Osawa	Executive Officer, General Manager, Nihongi Plant, Production Div.	Executive Officer General Manager, Nihongi Plant, Production Div. General Manager, Takaoka Plant, Production Div.
Hirokazu Yamada	Executive Officer, General Manager, Production Technology Center, Research & Development Div. Manager, Takaoka Research Dept., Production Technology Center, Research & Development Div.	Executive Officer General Manager, Production Technology Center, Research & Development Div.
(New appointment) Issei Takizawa	Executive Officer General Manager, Takaoka Plant, Production Div.	General Manager, Chiba Plant, Production Div.



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

Name	New Position	Current Position
Satoru Yamazaki	General Manager, Chiba Plant, Production Div.	Deputy General Manager, and Manager, Manufacturing Dept. Nihongi Plant, Production Div.