Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.





December 5, 2025

Company name: Nippon Soda Co., Ltd.

Name of representative: Eiji Aga

Representative Director and President

(Securities code: 4041; TSE Prime Market)

Inquiries: Toyonobu Katagishi

> Manager of General Affairs Dept. (Telephone: +81-3-6366-1920)

## 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
	Executive Officer,	General Manager, Nihongi Plant,
	General Manager, Nihongi Plant,	Production Div.
	Production Div.	General Manager, Takaoka
		Plant, Production Div.
Hirokazu Yamada	Executive Officer,	
	General Manager, Production	
	Technology Center, Research &	Executive Officer
	Development Div.	General Manager, Production
	Manager, Takaoka Research	Technology Center, Research &
	Dept., Production Technology	Development Div.
	Center, Research & Development	
	Div.	
(New appointment)	Executive Officer	Conoral Managar Chiha Plant
Issei Takizawa	General Manager, Takaoka	General Manager, Chiba Plant, Production Div.
	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.