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November 26, 2025

Company name: SHIKOKU KASEI HOLDINGS CORPORATION
Name of representative: Mitsunori Watanabe, President
(Securities code: 4099; Tokyo Stock Exchange Prime Market)
Inquiries: Yoshiaki Ando, Director in charge of Corporate Management
(Telephone: + 81-877-22-4111)

Notice Concerning Changes in Officers of Company and its Subsidiaries

SHIKOKU KASEI HOLDINGS CORPORATION (the “Company,” “we”) hereby announces that it has decided, at a meeting of the Board of Directors held today, tentative changes in the officers of the Company and its subsidiaries.

The matters stated in 1. are scheduled to be formally decided at the Annual General Meeting of Shareholders of the Company to be held on March 26, 2026 and the board meeting after the Meeting.

1. Changes in the officers of the Company (effective March 26, 2026)

(1) Change of Representative Director

Not applicable.

(2) Changes of other officers

Not applicable.

2. Changes in the officers of subsidiaries (effective January 1, 2026)

(SHIKOKU CHEMICALS CORPORATION)

Name	New Position Title	Current Position Title
Yoshiyuki Oyama	Executive Officer in charge of Operational Management and Planning	Executive Officer; Head, Operational Management and Planning Dept. Concurrently serves as Chief of Corporate Planning Office of the Company

(SHIKOKU KASEI KENZAI CORPORATION)

Name	New Position Title	Current Position Title
Yoshinori Manabe	Representative Director, President Concurrently serves as Representative Director, President of SHIKOKU KEIZAI KANTO CORPORATION	Representative Director, President Concurrently serves as Representative Director, President of SHIKOKU KEIZAI KANTO CORPORATION
Jun Endo	Director Concurrently serves as Representative Director, President of SHIKOKU KEIZAI KANTO CORPORATION	Director; Executive Officer; Head, Sales and Marketing
Takahiro Minamita	Director; Executive Officer; Head, Business	Director; Executive Officer; Head, Business Promotion Concurrently serves as Chief of Corporate Planning Office of the Company
Kazushi Ohi	Executive Officer; Deputy Head, Business	Executive Officer; General Branch Manager, Sales and Marketing

(SHIKOKU KASEI CORPORATE SERVICE CO., LTD.)

Name	New Position Title	Current Position Title
Yoshihisa Tabusa	Director; Executive Officer in charge of Group Governance Concurrently serves as Head, Board of Directors Office of the Company	Director; Executive Officer in charge of Group Governance Concurrently serves as Head, General and Personnel Affairs

3. Changes in the officers of subsidiaries (effective March 26, 2026)

(SHIKOKU CHEMICALS CORPORATION)

Name	New Position Title	Current Position Title
Junichi Kiyama	Executive Officer; Head, Marugame Plant, Production and Technology Concurrently serves as Chief of Sakaide Plant Preparation Office	Head, Marugame Plant, Production and Technology Concurrently serves as Chief of Sakaide Plant Preparation Office
Shinji Seki	Resigned (*)	Executive Officer Concurrently serves as Director, Plant Head of Shikoku Ryutan Co., Ltd.

* Mr. Seki will continue to serve as Director, Plant Head of Shikoku Ryutan Co., Ltd.

(Reference)

1. Directors and Executive Officers at SHIKOKU KASEI HOLDINGS CORPORATION (to be effective March 26, 2026)

○ Director

Name	Position Title
Mitsunori Watanabe	Representative Director, President Concurrently serves as Group Compliance Officer
Makoto Hamazaki	Senior Managing Executive Director Concurrently serves as Representative Director, President of SHIKOKU CHEMICALS CORPORATION Concurrently serves as Representative Director, President of Shikoku Ryutan Co., Ltd.
Yoshinori Manabe	Executive Director Concurrently serves as Representative Director, President of SHIKOKU KASEI KENZAI CORPORATION
Yuichi Ikeda	Director Concurrently serves as Director; Managing Executive Officer; Head, Research and Development of SHIKOKU CHEMICALS CORPORATION
Yoshiaki Ando	Director in charge of Corporate Planning and Management Concurrently serves as Representative Director, President of SHIKOKU KASEI CORPORATE SERVICE CO., LTD.
Kiyoshi Mori	Outside Director
Shoichiro Tonomura	Outside Director
Minoru Ota	Outside Director
Sachiko Ishikawa	Outside Director

○ Auditor

Kazuhiko Katayama	Statutory Auditor
Kenji Tanabe	Statutory Auditor
Koji Nishihara	Outside Statutory Auditor
Hiroyasu Kawai	Outside Statutory Auditor

2. Directors and Executive Officers at SHIKOKU CHEMICALS CORPORATION, SHIKOKU KASEI KENZAI CORPORATION, and SHIKOKU KASEI CORPORATE SERVICE CO., LTD. (to be effective March 26, 2026)

(SHIKOKU CHEMICALS CORPORATION)

Name	Position Title
* Makoto Hamazaki	Representative Director, President Concurrently serves as Representative Director, President of Shikoku Ryutan Co., Ltd.
* Yuichi Ikeda	Director; Managing Executive Officer; Head, Research and Development
Hiroyuki Fukuda	Director; Executive Officer; Head, Production and Technology; Head, Sakaide Plant Preparation Office Concurrently serves as Representative Director, President of SHIKOKU KOSAN CORPORATION
Shinji Narita	Director; Executive Officer; Head, Sales and Marketing Concurrently serves as Chairman & C.E.O. of SHIKOKU INTERNATIONAL CORPORATION
* Kazuhiko Katayama	Auditor
Noboru Mizobe	Executive Officer; Head, Tokushima Plant, Production and Technology
Shigeyuki Tachimoto	Executive Officer; Head, Inorganic Chemicals, Sales and Marketing
Yoshinobu Takagi	Executive Officer; Head, Organic Chemicals, Sales and Marketing Concurrently serves as President & C.O.O. of SHIKOKU INTERNATIONAL CORPORATION
Yoshiyuki Oyama	Executive Officer in charge of Operational Management and Planning
Junichi Kiyama	Executive Officer; Head, Marugame Plant, Production and Technology Concurrently serves as Chief of Sakaide Plant Preparation Office
Hirohiko Hirao	Fellow

(SHIKOKU KASEI KENZAI CORPORATION)

Name	Position Title
* Yoshinori Manabe	Representative Director, President
Jun Endo	Director, concurrently serves as Representative Director, President of SHIKOKU KEIZAI KANTO CORPORATION
Kazumasa Kimura	Director; Executive Officer; Head, Products
Takahiro Minamita	Director; Executive Officer; Head, Business
* Kenji Tanabe	Auditor
Kazushi Ohi	Executive Officer; Deputy Head, Business

(SHIKOKU KASEI CORPORATE SERVICE CO., LTD.)

Name	Position Title
* Yoshiaki Ando	Representative Director, President
Tomoko Kawabata	Director; Executive Officer in charge of Group HR Development
Yoshihisa Tabusa	Director; Executive Officer in charge of Group Governance Concurrently serves as Head, Board of Directors Office of SHIKOKU KASEI HOLDINGS CORPORATION
Masao Suzuki	Director; Executive Officer in charge of Group Information Security; Head, Information Systems
* Kenji Tanabe	Auditor

The officers marked with an asterisk (*) concurrently serve as Director or Auditor of SHIKOKU KASEI HOLDINGS CORPORATION.