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October 27, 2026

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 Representative Directors of Company and Its Subsidiaries and Officers of Company

SHIKOKU KASEI HOLDINGS CORPORATION (the "Company") hereby announces that, at a meeting of the Board of Directors held today, it has resolved to make the following changes in Representative Directors of the Company and its subsidiaries and officers of the Company. The decision was made based on the deliberations and recommendations of the Nomination and Compensation Committee, which is chaired by an independent Outside Director and comprises a majority of independent Outside Directors as its members.

1. Changes in the officers of the Company

(1) Reasons for the changes

To renew the management structure and further enhance the agility and execution capabilities of the management under the leadership of the new Representative Director, President, the Company will appoint new Executive Officers and strengthen its management and execution structure. Under the new management structure, the Company will, looking beyond the current long-term vision "Challenge 1000," take a group-wide perspective to allocate management resources appropriately from the standpoint of overall optimization, promote growth strategies that leverage the strengths of each business, and strive to further enhance corporate value.

(2) Changes in Representative Director (effective January 1, 2027)

(i) Outline of the changes

Name	New Position Title	Current Position Title
Yoshinori Manabe	Representative Director, President and Executive Officer Concurrently serves as Head, Group Compliance	Executive Director
Mitsunori Watanabe	Director, Counselor*	Representative Director, President Concurrently serves as Head, Group Compliance

* Mr. Mitsunori Watanabe will resign as Representative Director effective December 31, 2026 and as Director upon the conclusion of the Company's Annual General Meeting of Shareholders scheduled to be held in March 2027.

(ii) Career summary of the newly appointed Representative Director

New position title	Representative Director, President and Executive Officer; Concurrently serves as Group Compliance Officer	
Name	Yoshinori Manabe	
Date of birth	June 7, 1964 (Age: 62)	
Place of origin	Kagawa Prefecture	
Career history	April 1988	Joined the Company
	March 2005	General Manager, Logistics & Purchasing, Housing Materials Operations of the Company
	March 2017	Executive Officer; General Manager, Sales & Marketing, Housing Materials Operations of the Company
	June 2018	Executive Officer; Deputy Head, Housing Materials Operations; General Manager, Sales & Marketing, Housing Materials Operations of the Company
	March 2019	Executive Officer; Deputy Head, Business Promotion of the Company
	June 2019	Director; Executive Officer; Head, Business Promotion of the Company
	April 2022	Director; Executive Officer; Deputy Head, Corporate Strategy & Business Promotion of the Company
	January 2023	Executive Director of the Company (to present) Representative Director, President of SHIKOKU KASEI KENZAI CORPORATION (to present)
Number of shares held	46,800	

(3) Changes in Directors (effective January 1, 2027)

Name	New Position Title	Current Position Title
Yuichi Ikeda	Director; Managing Executive Officer in charge of Group Technology and Intellectual Property Concurrently serves as Director; Managing Executive Officer; Head, Research and Development of SHIKOKU CHEMICALS CORPORATION	Director Concurrently serves as Director; Managing Executive Officer; Head, Research and Development of SHIKOKU CHEMICALS CORPORATION
Yoshiaki Ando	Director; Managing Executive Officer in charge of Group Corporate Planning and Management Concurrently serves as Representative Director, President of SHIKOKU KASEI CORPORATE SERVICE CO., LTD.	Director in charge of Corporate Planning and Management Concurrently serves as Representative Director, President of SHIKOKU KASEI CORPORATE SERVICE CO., LTD.
Makoto Hamazaki	Director, Counselor*	Senior Managing Executive Director

* Mr. Makoto Hamazaki will resign as Director upon the conclusion of the Company's Annual General Meeting of Shareholders scheduled to be held in March 2027.

(4) Appointment of Executive Officers (effective January 1, 2027)

Name	New Position Title*	Current Position Title
Hiroyuki Fukuda	Senior Executive Officer	Director; Executive Officer; Head, Production and Technology; Head, Sakaide Plant Preparation Office of SHIKOKU CHEMICALS CORPORATION Concurrently serves as Representative Director, President of SHIKOKU KOSAN CORPORATION
Takahiro Minamita	Senior Executive Officer	Director; Executive Officer; Head, Business of SHIKOKU KASEI KENZAI CORPORATION
Noboru Mizobe	Executive Officer	Executive Officer; Head, Tokushima Plant, Production and Technology of SHIKOKU CHEMICALS CORPORATION

Name	New Position Title*	Current Position Title
Kazumasa Kimura	Executive Officer	Director; Executive Officer; Head, Products of SHIKOKU KASEI KENZAI CORPORATION
Yoshihisa Tabusa	Executive Officer; Head, Board of Directors and Governance Dept.	Director; Executive Officer in charge of Group Governance of SHIKOKU KASEI CORPORATE SERVICE CO., LTD. Concurrently serves as Head, Board of Directors and Governance Dept. of the Company
Yoshiyuki Oyama	Executive Officer	Executive Officer in charge of Operational Management and Planning Dept. of SHIKOKU CHEMICALS CORPORATION Concurrently serves as CEO of PT Timuraya Tunggal

* Concurrent positions held at Group companies will be announced separately once they have been finalized.

2. Changes in Representative Directors of subsidiaries (effective January 1, 2027)

(SHIKOKU CHEMICALS CORPORATION)

Name	New Position Title	Current Position Title
Hiroyuki Fukuda	Representative Director, President Concurrently serves as Chairman & CEO of SHIKOKU INTERNATIONAL CORPORATION	Director; Executive Officer; Head, Production and Technology; Head, Sakaide Plant Preparation Office Concurrently serves as Representative Director, President of SHIKOKU KOSAN CORPORATION
Makoto Hamazaki	Fellow* Concurrently serves as Representative Director, President of Shikoku Ryutan Co., Ltd.	Representative Director, President Concurrently serves as Representative Director, President of Shikoku Ryutan Co., Ltd.

* Mr. Makoto Hamazaki will resign as Representative Director and Director of SHIKOKU CHEMICALS CORPORATION effective December 31, 2026.

* Other changes in officer appointments will be announced separately once they have been finalized.

(SHIKOKU KASEI KENZAI CORPORATION)

Name	New Position Title	Current Position Title
Takahiro Minamita	Representative Director, President Concurrently serves as Head, Business	Director; Executive Officer; Head, Business
Yoshinori Manabe	Resigned*	Representative Director, President

* Mr. Yoshinori Manabe will resign as Representative Director and Director of SHIKOKU KASEI KENZAI CORPORATION effective December 31, 2026.

* Other changes in officer appointments will be announced separately once they have been finalized.

(Reference)

Directors and Executive Officers at SHIKOKU KASEI HOLDINGS CORPORATION (effective January 1, 2027)

○ Director

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

○ Executive Officer

Name	Position Title
Hiroyuki Fukuda	Senior Executive Officer Concurrently serves as Representative Director, President of SHIKOKU CHEMICALS CORPORATION Concurrently serves as Chairman & CEO of SHIKOKU INTERNATIONAL CORPORATION
Takahiro Minamita	Senior Executive Officer Concurrently serves as Representative Director, President; Head, Business of SHIKOKU KASEI KENZAI CORPORATION
Noboru Mizobe	Executive Officer
Kazumasa Kimura	Executive Officer
Yoshihisa Tabusa	Executive Officer; Head, Board of Directors and Governance Dept.
Yoshiyuki Oyama	Executive Officer

○ Auditor

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

*1 Mr. Mitsunori Watanabe and Mr. Makoto Hamazaki will resign as Directors upon the conclusion of the Company's Annual General Meeting of Shareholders scheduled to be held in March 2027.

*2 Other concurrent positions held at Group companies will be announced separately once they have been finalized.