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November 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 Officers of Company's Subsidiaries

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 officers of the Company's subsidiaries. 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 subsidiaries (effective January 1, 2027)

(SHIKOKU CHEMICALS CORPORATION)

Name	New Position Title	Current Position Title
Noboru Mizobe	Director; Executive Officer; Head, Production and Technology Division	Executive Officer; Manager, Tokushima Plant, Production and Technology Division
Yoshiyuki Oyama	Director; Executive Officer Concurrently serves as CEO of PT Timuraya Tunggal	Executive Officer in charge of Operational Management and Planning Dept. Concurrently serves as CEO of PT Timuraya Tunggal
Koji Saeki	Executive Officer; Head, Sales and Marketing Division	—

Shinji Narita	Executive Officer Concurrently serves as Managing Director of SHIKOKU KASEI (THAILAND) LTD.	Director; Executive Officer; Head, Sales and Marketing Division Concurrently serves as Chairman & CEO of SHIKOKU INTERNATIONAL CORPORATION
Yoshinobu Takagi	Executive Officer; Manager, Tokushima Plant, Production and Technology Division	Executive Officer; General Manager, Organic Chemicals, Sales and Marketing Divison Concurrently serves as President & COO of SHIKOKU
Junichi Kiyama	Executive Officer; Manager, Marugame Plant, Production and Technology Division Concurrently serves as Manager, Sakaide Plant	Executive Officer; Manager, Marugame Plant, Production and Technology Division Concurrently serves as Chief of Sakaide Plant Preparation Office

(SHIKOKU KASEI KENZAI CORPORATION)

Name	New Position Title	Current Position Title
Kazumasa Kimura	Director; Managing Executive Officer; Head, Products Division	Director; Executive Officer; Head, Products Division
Jun Endo	Director Concurrently serves as Director, Vice President of SHIKOKU KEIZAI CORPORATION	Director Concurrently serves as Representative Director, President of SHIKOKU KEIZAI KANTO CORPORATION
Nobuhiro Itayama	Executive Officer; General Manager, Sales Management Dept., Business	General Manager, Sales Management Dept., Business Concurrently serves as General Branch Manager, Kanto, Route Sales Dept.

(SHIKOKU KASEI CORPORATE SERVICE CO., LTD.)

Name	New Position Title	Current Position Title
Yoshihisa Tabusa	Director; Executive Officer; Deputy President	Director; Executive Officer in charge of Group Governance

(Reference)

1. 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 Group Compliance Officer
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 Concurrently serves as Director; Executive Officer; Head, Production and Technology Division of SHIKOKU CHEMICALS CORPORATION
Kazumasa Kimura	Executive Officer Concurrently serves as Director; Managing Executive Officer; Head, Products of SHIKOKU KASEI KENZAI CORPORATION
Yoshihisa Tabusa	Executive Officer; General Manager, Board of Directors and Governance Dept. Concurrently serves as Director; Executive Officer; Deputy President of SHIKOKU KASEI CORPORATE SERVICE CO., LTD.
Yoshiyuki Oyama	Executive Officer Concurrently serves as Director; Executive Officer of SHIKOKU CHEMICALS CORPORATION Concurrently serves as CEO of PT Timuraya Tunggal

○ 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. (effective January 1, 2027)

(SHIKOKU CHEMICALS CORPORATION)

Name	Position Title
*Hiroyuki Fukuda	Representative Director, President Concurrently serves as Chairman & CEO of SHIKOKU INTERNATIONAL CORPORATION
*Yuichi Ikeda	Director; Managing Executive Officer; Head, Research and Development
*Noboru Mizobe	Director; Executive Officer; Head, Production and Technology
*Yoshiyuki Oyama	Director; Executive Officer Concurrently serves as CEO of PT Timuraya Tunggal
*Kazuhiko Katayama	Auditor
Koji Saeki	Executive Officer; Head, Sales and Marketing
Shinji Narita	Executive Officer Concurrently serves as Managing Director of SHIKOKU KASEI (THAILAND) LTD.
Shigeyuki Tachimoto	Executive Officer; General Manager, Inorganic Chemicals, Sales and Marketing
Yoshinobu Takagi	Executive Officer; Manager, Tokushima Plant, Production and Technology
Junichi Kiyama	Executive Officer; Manager, Marugame Plant, Production and Technology Concurrently serves as Manager, Sakaide Plant
*Makoto Hamazaki	Fellow Concurrently serves as Representative Director, President of Shikoku Ryutan Co., Ltd.
Hirohiko Hirao	Fellow

(SHIKOKU KASEI KENZAI CORPORATION)

Name	Position Title
*Takahiro Minamita	Representative Director, President; Head, Business
*Kazumasa Kimura	Director; Managing Executive Officer; Head, Products
Jun Endo	Director Concurrently serves as Director, Vice President of SHIKOKU KEIZAI CORPORATION
*Kenji Tanabe	Auditor

Name	Position Title
Kazushi Ohi	Executive Officer; Deputy Head, Business
Nobuhiro Itayama	Executive Officer; General Manager, Sales Management Dept., Business

(SHIKOKU KASEI CORPORATE SERVICE CO., LTD.)

Name	Position Title
*Yoshiaki Ando	Representative Director, President
*Yoshihisa Tabusa	Director; Executive Officer; Deputy President
Tomoko Kawabata	Director; Executive Officer in charge of Group HR Development
Masao Suzuki	Director; Executive Officer in charge of Group Information Security; General Manager, Information Systems
*Kenji Tanabe	Auditor

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