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September 25, 2026

To Whom It May Concern:

Company Name: MEC COMPANY LTD.
Representative: Kazuo MAEDA, CEO & President
(Securities Code: 4971, TSE Prime Market)
Contact: Aya MATSUSHITA,
Corporate Communication Office Head
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Transfer of Operating Officers

At its Board of Directors meeting held on September 25, 2026, the Company made a tentative decision to transfer certain Operating Officers as follows.

1. Transfer of Operating Officers (effective October 1, 2026)

- | | | |
|---|-------------------------------|-----------------------------------|
| (1) Member of the Board of Directors, | Sadamitsu SUMITOMO (currently | |
| Executive Operating Officer, | | Member of the Board of Directors, |
| General Manager of Global Sales | | Executive Operating Officer, |
| Unit, | | Global Operations, |
| Global Operations, | | Responsible Officer, Production |
| Responsible Officer, Production Unit | | Unit) |
| & Marketing Planning Department | | |
|
(2) Member of the Board of Directors, | Tetsuya TANIGUCHI (currently | |
| Executive Operating Officer, | | Member of the Board of Directors, |
| Special Assignment Officer | | Executive Operating Officer, |
| | | Responsible Officer, Global Sales |
| | | Unit & Marketing Planning |
| | | Department) |
|
(3) Executive Operating Officer, | Atsuko MOMBAYASHI (currently | |
| Special Assignment Officer | | Executive Operating Officer, |
| | | General Manager of Production |
| | | Unit) |

(4) Operating Officer,
General Manager of Production Unit
& Chemical Management

Shuichi TAKAGAKI (currently
Operating Officer,
General Manager
Chemical Management)

(5) Operating Officer,
Acting General Manager of
Global Sales Unit,
General Manager
Strategy Sales Department

Kuniharu SUZUKI (currently
Operating Officer,
Global Sales Unit Officer,
General Manager
Strategy Sales Department)