

WE Soda Ltd

Senior Management Changes at WE Soda

In February 2026 Bob Katsioulis will be leaving WE Soda and will be replaced as Chief Commercial Officer (CCO) by Oguz Erkan, currently President of our US Operations.

Bob joined WE Soda as CCO in June 2024 with the mandate to develop and professionalise our sales and marketing activities globally and to move our business towards becoming a more customer- and product-led business. Since this time, WE Soda announced the acquisition of Genesis Alkali in the US, almost doubling our global sales and positioning WE Soda as the largest soda ash producer in the world. Having built out the commercial team, developed our marketing strategies and our CRM systems to support our global business over the last two years, Bob has decided to step back from his day-to-day executive role to spend more time with his family. He will continue as a consultant to WE Soda as we seek to develop and broaden our global industrial minerals activities.

Commenting on Bob's departure, Alasdair Warren, CEO of WE Soda said:

"We are very grateful for everything that Bob has contributed to WE Soda over the last two years. It has been a challenging time for our industry, which Bob has helped us to successfully navigate. Bob leaves the business in great shape having successfully expanded our global commercial team and established our marketing strategies. We wish him well in his future endeavours".

Oguz Erkan has been the President of our US Operations since 2020, having previously been the CEO of Ciner Resources. He will be assuming the role of CCO with immediate effect, based in London.

Alasdair Warren added:

"We welcome Oguz as our new CCO. Oguz has been part of our senior leadership team for many years. He knows and understands our business very well and brings with him a broad range of commercial and operating experience".

Ends

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For more information, please visit: www.wesoda.com.

About WE Soda

WE Soda is the world's largest producer of soda ash and a leading producer of sodium bicarbonate. Our purpose is "to responsibly produce essential ingredients for a sustainable future" and sustainability

is integrated into everything we do. We produce soda ash with the lowest CO₂e emissions intensity within our industry and we believe that we have the lowest impact on nature and the environment. For more information, please visit www.wesoda.com.