



April 7, 2025

News Release (Translation)

Company name: SAN-A CO., LTD.
Name of representative: Taku Toyoda, President, Chief Executive Officer
(Securities code: 2659, Prime Market, Tokyo Stock Exchange)
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Notice Concerning Changes in Representative Director and Directors, and Organizational Restructuring

SAN-A CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on April 7, 2025, it resolved to implement the following changes in the Representative Director and Directors, as well as organizational restructuring.

These changes are scheduled to be formally approved at the 55th Ordinary General Meeting of Shareholders and a meeting of the Board of Directors to be held on May 27, 2025.

1. Change in Representative Director (Retirement)

(1) Reason for the change

Retirement due to the expiration of term of office

(2) Name, position and responsibility of retiring Representative Director

Name	Current Position
Masahito Tasaki	Representative Director and Senior Managing Director in charge of management (in charge of General Affair Dept, Human Resource Dept, Human Resource Development Dept, Accounting Dept, Finance Dept and Quality Control Office) in charge of compliance and risk management

* Following his retirement, Masahito Tasaki will assume the role of Advisor at SAN-A TRANSPORTATION CO., LTD., a non-consolidated subsidiary of the Company.

* As a result of this change, President, Chief Executive Officer Taku Toyoda will be the only Representative Director of the Company.

(3) Date of change

May 27, 2025

2. Organizational Restructuring (Effective May 27, 2025)

(1) Integration of the General Merchandise & Cosmetics Dept into the Foodstuffs & Groceries Dept and Clothing Dept

To strengthen organizational management and clarify the areas of responsibility of Directors, the General Merchandise business of the General Merchandise and Cosmetics Dept will be integrated into the Foodstuffs & Groceries Dept, and the Cosmetics business into the Clothing Dept, respectively.

3. Changes in Directors (Effective May 27, 2025)

(1) Candidates for new Directors

Name (Date of Birth)	New Position	Career Summary	
Riki Takaesu (July 27, 1979)	Director in charge of management (in charge of General Affair Dept, Human Resource Dept, Human Resource Development Dept, Accounting Dept, Finance Dept and Electric Data Processing Dept) in charge of compliance and risk management	April 2003 February 2020 September 2023	Joined the Company General Manager of Human Resource Dept General Manager of Human Resource Dept and General Manager of General Affair Dept (current position)
Eriko Miyakuni (November 10, 1971)	Outside Director (Audit and Supervisory Committee Member)	April 1994 April 2019 June 2022 March 2023 December 2024 April 2025	Joined Bank of The Ryukyus, Limited Manager of Higawa Branch General Manager of Research Dept, Ryugin Research Institute Ltd. Director, General Manager of Research Department Managing Director, General Manager of Research Department Managing Director (current position)

(2) Director scheduled to retire

Name	Current Position
Tomotsune Onaga	Outside Director (Audit and Supervisory Committee Member)

(3) Changes in responsibilities of Directors

Name	New Position	Current Position
Tamotsu Goya	Executive Director in charge of marketing (in charge of Foodstuffs & Groceries Dept, Drugs Dept, Food Processing Center and <u>Quality Control Office</u>)	Executive Director in charge of marketing (in charge of Foodstuffs & Groceries Dept, Drugs Dept, <u>General Merchandise and Cosmetics Dept</u> and Food Processing Center)
Hisashi Takeda	Executive Director in charge of marketing (in charge of Clothing Dept, Restaurant Dept, Internet Sales Dept and Market Planning Dept)	Executive Director in charge of marketing (in charge of Clothing Dept, Restaurant Dept, Internet Sales Dept, Market Planning Dept and <u>Electric Data Processing Dept</u>)

* Underlined portions indicate the changes.

* As a result of the organizational restructuring, the General Merchandise and Cosmetics Dept will be integrated into the Foodstuffs & Groceries Dept and Clothing Dept, respectively.

[Reference]

At a meeting of the Board of Directors held on March 4, 2025, the responsibilities of Director were changed as follows.

Name	New Position	Current Position
Kentaro Arashiro	Director, Assistant to the President <u>in charge of marketing and development</u> (in charge of <u>Electrical Appliance Dept and Development Dept</u>)	Director, Assistant to the President

* Underlined portions indicate the changes.

Attachment

[Reference]

Management structure following the 55th Ordinary General Meeting of Shareholders (Scheduled)

List of Directors (From May 27, 2025)

Name	Position	Notes
Taku Toyoda	President, Chief Executive Officer	Reelection
Tamotsu Goya	Executive Director in charge of marketing (in charge of Foodstuffs & Groceries Dept, Drugs Dept, Food Processing Center and Quality Control Office)	Reelection
Hisashi Takeda	Executive Director in charge of marketing (in charge of Clothing Dept, Restaurant Dept, Internet Sales Dept and Market Planning Dept)	Reelection
Kentaro Arashiro	Director, Assistant to the President in charge of marketing and development (in charge of Electrical Appliance Dept and Development Dept)	Reelection
Riki Takaesu	Director in charge of management (in charge of General Affair Dept, Human Resource Dept, Human Resource Development Dept, Accounting Dept, Finance Dept and Electric Data Processing Dept) in charge of compliance and risk management	New election
Kumiko Uema	Director (Full-time Audit and Supervisory Committee Member)	Reelection
Seiko Nozaki	Outside Director (Audit and Supervisory Committee Member)	Reelection
Shinji Sakaki	Outside Director (Audit and Supervisory Committee Member)	-
Eriko Miyakuni	Outside Director (Audit and Supervisory Committee Member)	New election

Disclaimer:

This English translation has been prepared for general reference purposes only. The Company shall not be responsible for any consequence resulting from the use of the English translation in place of the original Japanese text. In any legal matter, readers should refer to and rely upon the original Japanese text of the press release dated April 7, 2025.