

November 11, 2025

To Whom It May Concern

Company name: KATO SANGYO CO., LTD.  
Name of representative: Kazuya Kato,  
Representative Director and  
President Executive Officer  
Securities code: 9869 (TSE Prime Market)  
Inquiries: Shigenori Tsuguie,  
Director and Senior Executive Officer,  
Chief of Administration Headquarters  
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### Notice Concerning Executive Personnel Change

KATO SANGYO CO., LTD. (the “Company”) hereby gives notice that it resolved upon matters relating to executive personnel change at the meeting of the Board of Directors held on November 11, 2025.

Directors and Audit & Supervisory Board Members are scheduled to be formally approved at the 79th Annual General Meeting of Shareholders to be held on December 19, 2025.

1. New election for Audit & Supervisory Board Member (effective December 19, 2025)

Audit & Supervisory Board Member	Y u j i K u r e t a
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2. New election for Executive Officers (effective December 19, 2025)

Executive Officer	S h i n p e i I s e k i
Executive Officer	K e n j i T a k a y a
Executive Officer	H i r o s h i U e n o

3. Retiring Executive Officer (effective December 19, 2025)

Executive Officer	T s u t o m u N a k a t a n i
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4. Retiring Advisor (effective December 19, 2025)

Advisor	K e n i c h i Y a m a n a k a
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5. The Structure of Director and Audit & Supervisory Board Members (effective December 19, 2025)

(New election)	Representative Director	K a z u y a K a t o
	Director	Toshinao Nakamura
	Director	Keisuke Hib i
	Director	Shigenori Tsuguie
	Director	Takashi Onishi
	Outside Director	Yusuke Yasokawa
	Outside Director	Ayak o Kai h o
	Outside Director	Hidehiko A o k i
	Audit & Supervisory Board Member	Masahito Ikemura
	Audit & Supervisory Board Member	Y u j i K u r e t a
	Outside Audit & Supervisory Board Member	K o j i Yamamura
	Outside Audit & Supervisory Board Member	A s u k a Nakamura

6. The Structure of Executive Officers (effective December 19, 2025)

(Promotion)	President Executive Officer	K a z u y a K a t o
	Senior Managing Executive Officer	Toshinao Nakamura
	Senior Managing Executive Officer	Kimihiro S u g a
	Managing Executive Officer	Keisuke Hib i
	Managing Executive Officer	Masatoshi U c h i t a
	Managing Executive Officer	Shigenori Tsuguie
	Managing Executive Officer	Takashi Onishi
	Senior Executive Officer	Tsutomu Matsumura
	Senior Executive Officer	K e n j i Takase
	Senior Executive Officer	E i j i Tanaka

(Promotion)	Senior Executive Officer	Yoshiaki Nakagawa
	Executive Officer	Makoto Akashi
	Executive Officer	Yoichi Wada
	Executive Officer	Taro Ihara
	Executive Officer	Yasunori Gouda
	Executive Officer	Shoichi Yabe
	Executive Officer	Sotaro Shiraishi
(New election)	Executive Officer	Shinpei Iseki
(New election)	Executive Officer	Kenji Takaya
(New election)	Executive Officer	Hiroshi Ueno