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February 4, 2026

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 Directors

SAN-A CO., LTD. (the “Company”) hereby announces that, at a meeting of the Board of Directors held on February 4, 2026, it resolved to implement the following changes in Directors.
 These changes are scheduled to be formally approved at the 56th Ordinary General Meeting of Shareholders and a meeting of the Board of Directors to be held in May 2026.

1. Changes in Directors (Effective the date of the Ordinary General Meeting of Stockholders scheduled to be held in May 2026)

(1) Candidate for new Director

Name (Date of Birth)	New position	Career summary
Junichi Hasegawa (January 26, 1970)	Director, General Manager of Manufacturing and Logistics Headquarters, General Manager of Food Manufacturing Dept, and General Manager of Logistics Dept	April 1995 February 2024 Joined the Company General Manager of Food Processing Center (current position)

(Note) The Company has scheduled organizational restructuring and changes in Directors effective March 1, 2026. For details, please refer to “Notice Concerning Organizational Restructuring, Introduction of Executive Officer System, and Changes in Directors” released by the Company today.

(2) Director scheduled to retire

Name	Current position	Notes
Kentaro Arashiro	Director, Assistant to the President in charge of marketing and development (in charge of Electrical Appliance Dept, Development Dept, Facility Management Dept, and Tenant Leasing Dept)	Retirement due to end of term of office

Attachment

[Reference]

Management structure following the 56th Ordinary General Meeting of Shareholders (Scheduled)

List of Directors (From Effective the date of the Ordinary General Meeting of Stockholders scheduled to be held in May 2026)

Name	Position	Notes
Taku Toyoda	President, Chief Executive Officer	Reelection
Tamotsu Goya	Executive Director, General Manager of Sales Management Headquarters, General Manager of First Sales Division (Food Product Dept, Grocery Store Operations Dept, Drugs Dept, Internet Sales Dept, and Quality Control Office)	Reelection
Hisashi Takeda	Executive Director, Deputy General Manager of Sales Management Headquarters, General Manager of Second Sales Division (Clothing Dept, Electrical Appliance Dept, Restaurant Dept, and Market Planning Dept)	Reelection
Riki Takaesu	Director, General Manager of Corporate Headquarters (General Affair Dept, Human Resource Dept, Human Resource Development Dept, Finance Dept, and Electric Data Processing Dept) in charge of compliance and risk management	Reelection
Junichi Hasegawa	Director, General Manager of Manufacturing and Logistics Headquarters, General Manager of Food Manufacturing Dept, and General Manager of Logistics Dept	New election
Kumiko Uema	Director (Full-time Audit and Supervisory Committee Member)	-
Seiko Nozaki	Outside Director (Audit and Supervisory Committee Member)	-
Shinji Sakaki	Outside Director (Audit and Supervisory Committee Member)	Reelection
Eriko Miyakuni	Outside Director (Audit and Supervisory Committee Member)	-

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