



February 12, 2026

To Whom It May Concern

Company Name: Starzen Co., Ltd.
Representative: Kazuhiko Yokota,
Representative Director,
President & CEO
Securities Code: 8043 (TSE Prime Market)
Inquiries: Yukinaga Ishigami,
Executive Officer,
General Manager of
Administrative Division
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Notice of Changes in Executive Officers

At the Board of Directors meeting held today, the Company resolved to make the following personnel changes.

1. Personnel changes (as of April 1, 2026)

(1) Changes in Executive Officers

Name	New Position	Current Position
Takeo Wakamatsu	Consultant Deputy General Manager of Corporate Division	Senior Executive Officer General Manager of Overseas Division
Yutaka Okudaira	Executive Officer General Manager of Production Division	Executive Officer Deputy General Manager of Sales Division and General Manager of FS Division
Koichi Koike	Executive Officer (Newly appointed) General Manager of Overseas Division	Operating Officer General Manager of Production Division
Orie Kotaka	Executive Officer (Newly appointed) Deputy General Manager of Sales Division and General Manager of Sales Management Division	Operating Officer Sales Division General Manager of Sales Management Division

[Reference] Board and Management Structure after These Changes (as of April 1, 2026)

(1) Directors / Audit & Supervisory Board Members

Name	Position	Remarks
Kazuhiko Yokota	Representative Director, President & CEO	Direct supervisor of Quality Assurance Division, Audit Department, and Compliance Promotion Department
Masao Uzurahashi	Managing Director	Supervisor of Overseas Division, McDonald's Division, and Sales Division
Masamichi Takahashi	Managing Director	Supervisor of Production Division and STARZEN MEAT PROCESSOR Co., Ltd.
Tsunehiro Sana	Director	Supervisor of Finance and Controller Division and Administrative Division
Ryoichi Takahama	Director	Supervisor of Corporate Division, ICT Division, and Logistics Division
Wataru Ohara	External Director (Independent)	
Mariko Eto	External Director (Independent)	
Shingo Ogoshi	External Director (Independent)	
Kaku Yoshisato	External Director	
Kouhei Kanno	Full-time Audit & Supervisory Board Member	
Ryuso Sadanobu	Full-time Audit & Supervisory Board Member	
Toshiaki Tada	External Audit & Supervisory Board Member	
Michitaro Wakayama	External Audit & Supervisory Board Member	

At the General Meeting of Shareholders scheduled to be held on June 26, the reappointment of all directors will be decided, and at the Board of Directors scheduled to be held on the same day, the appointment of directors with designated titles the same as those mentioned above will be decided.

(2) Executive Officers

Name	Position	Remarks
Takahiro Ikejiri	Senior Executive Officer	General Manager of Sales Division
Tatsuya Karasawa	Executive Officer	Representative Director, President & CEO, Maruzen Co., Ltd.
Yutaka Okudaira	Executive Officer	General Manager of Production Division
Madoka Miyoshi	Executive Officer	Representative Director, President & CEO, STARZEN MEAT PROCESSOR Co., Ltd.
Shinichi Kawai	Executive Officer	Representative Director, President & CEO, LOHMEYER CORPORATION
Yukinaga Ishigami	Executive Officer	General Manager of Administrative Division
Hiroaki Okumura	Executive Officer	General Manager of ICT Division
Masatoshi Tomita	Executive Officer	General Manager of Quality Assurance Division
Michisuke Morikami	Executive Officer	General Manager of Finance and Group Controller Division
Akihide Kitamoto	Executive Officer	General Manager, Assistant to General Manager of Overseas Division
Koichi Koike	Executive Officer	General Manager of Overseas Division
Orie Kotaka	Executive Officer	Deputy General Manager of Sales Division