

February 18, 2026

To whom it may concern:

Company name: KAMEDA SEIKA CO., LTD.
Name of representative: Masanori Takagi, President & COO
(Securities code: 2220; Prime
Market of the Tokyo Stock
Exchange)
Inquiries: Akira Kobayashi, Senior Managing
Director & CFO
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Notice Concerning Executives Appointments (Pending Approval) and the Executives Officers Structure

KAMEDA SEIKA CO., LTD. (the “Company”) hereby announces that it has decided on the following changes of executives with pending approval and executive officers at a meeting of the Board of Directors held on February 18, 2026.

The changes in executives will be officially decided upon approval at the 69th Ordinary General Shareholders’ Meeting scheduled to be held in June 2026.

1. Changes in Directors

(1) Candidate for Director to be newly elected

Name	New position	Current position
Kazunari Uchida (Note)	Outside Director	–

(Note) Kazunari Uchida satisfies the requirements for an independent director as provided for by Tokyo Stock Exchange, Inc., and the Company plans to designate him as an independent director.

(2) Retiring Director

Name	New position	Current position
Minesaburo Miyake	Retiring	Outside Director

(3) Scheduled date of change

Date of the 69th Ordinary General Shareholders’ Meeting scheduled to be held in June 2026

2. Changes in Audit & Supervisory Board members

(1) Candidate for Audit & Supervisory Board member to be newly elected

Name	New position	Current position
Yoshiko Fujii (Note)	Outside Audit & Supervisory Board member	–

(Note) Yoshiko Fujii satisfies the requirements for an independent director as provided for by Tokyo Stock Exchange, Inc., and the Company plans to designate her as an independent Audit & Supervisory Board member .

(2) Retiring Audit & Supervisory Board member

Name	New position	Current position
Kazuyoshi Aoki	Retiring	Outside Audit & Supervisory Board member

(3) Scheduled date of change

Date of the 69th Ordinary General Shareholders' Meeting scheduled to be held in June 2026

3. Career summary for candidate for Director and candidate for Audit & Supervisory Board member

Name	Kazunari Uchida	
Date of birth	October 31, 1951	
Career summary	Jan. 1985	Joined Boston Consulting Group
	Jun. 2000	Japan Representative of Boston Consulting Group
	Mar. 2006	Outside Audit & Supervisory Board member of Suntory Limited (currently Suntory Holdings Limited)
	Apr. 2006	Professor of Faculty of Commerce, Waseda University
	Feb. 2012	Outside Corporate Auditor of Kewpie Corporation
	Jun. 2012	Outside Director of LIFENET INSURANCE COMPANY Outside Director of MITSUI-SOKO HOLDINGS Co., Ltd.
Number of the Company's shares owned	Aug. 2012	Outside Director of Japan ERI Co., Ltd. (currently ERI Holdings Co., Ltd.)
—	Feb. 2015	Outside Director of Kewpie Corporation
	Mar. 2016	Outside Director of Lion Corporation
	Jun. 2020	Outside Director of BROTHER INDUSTRIES, LTD. (current position)
	Apr. 2022	Professor Emeritus of Waseda University (current position)

Name	Yoshiko Fujii	
Date of birth	July 11, 1965	
Career summary	Apr. 1988	Joined Orient Leasing Co., Ltd. (currently ORIX Corporation)
	Jan. 2018	Executive Officer of ORIX Corporation
	Apr. 2018	Executive Officer of ORIX Corporation and Supervisory Board Member of Robeco Institutional Asset Management Advisors (Netherlands)
Number of the Company's shares owned	Jan. 2020	Joined Nippon Densan Corporation (currently NIDEC CORPORATION)
—	Jun. 2021	Executive Officer of Nippon Densan Corporation
	Jun. 2022	Executive Officer & CFO of Enewill Inc.
	Jun. 2024	Outside Director of TOYO CONSTRUCTION CO.,LTD.

<Reference> Management structure (planned for June 2026)

[Directors] 9 members (including 5 outside Directors)

Position	Name
Representative Director, Chairman	Lekh Raj Juneja
Representative Director, President	Masanori Takagi
Senior Managing Director	Akira Kobayashi
Managing Director	Naoko Koizumi
Outside Director	Yoshio Ito
Outside Director	Takayuki Kanai
Outside Director	Toshimasa Iue
Outside Director	Katsuo Shoyama
(Newly appointed) Outside Director	Kazunari Uchida

[Audit & Supervisory Board members] 4 members (including 2 outside Audit & Supervisory Board members)

Position	Name
Full-time Audit & Supervisory Board member	Jun Sasaki
Full-time Audit & Supervisory Board member	Mari Tanabe
Outside Audit & Supervisory Board member	Akihiro Ito
(Newly appointed) Outside Audit & Supervisory Board member	Yoshiko Fujii

<Reference> Executive Officer structure (planned for April 1, 2026)

The titles listed below reflect the positions that will be held after the organizational changes effective April 1, 2026.

Name	Position	Reasons for the Nomination
Yasuhiro Mayama	Senior Managing Executive Officer	Expected to demonstrate strong leadership in overseeing and driving the execution of strategies across the domestic rice cracker business.
Shinichi Furusawa	Managing Executive Officer	Expected to demonstrate strong leadership in overseeing and driving the execution of strategies across the entire food business.
Satoshi Torigoe	Managing Executive Officer	Expected to play a key role in formulating and executing growth strategies and in driving various initiatives aimed at enhancing corporate value.
Hiroyuki Kaneko	Managing Executive Officer	Expected to demonstrate strong leadership in driving the development of people, organizations, and culture for the Company's global expansion.
Koichi Iida	Executive Officer	Expected to contribute to high-value product development and to the enhancement of technological capabilities.
Akio Koizumi	Executive Officer	Expected to provide leadership in managing production operations for the domestic rice cracker business and in building a medium-term production framework.
Hiroyuki Horibe	Executive Officer	Expected to demonstrate strong leadership in overseeing and driving the execution of strategies across the Company's overseas business.