

March 19, 2026

For Immediate Release

Listed company name: **SANKYO CO., LTD.**
 Representative: Toshio Ogura
 President & CEO & COO
 (Code: 6417, TSE Prime Market)
 Contact: Masahiro Akaishi
 Executive Operating Officer
 Head of Administration Div.
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Notice concerning Changes of Directors

SANKYO Co, Ltd. announces that at the Board of Directors' meeting held today, it has decided the change of Directors as described below. The election of Directors is scheduled to be officially decided at the 61st Ordinary General Meeting of Shareholders to be held on June 26, 2026.

1. Changes of Directors Who Are Audit and Supervisory Committee Members (Effective: scheduled for June 26, 2026)

(1) New candidates for Directors who are Audit and Supervisory Committee Members

Name	New Position	Current Position
Kanako Fujii	Outside Director, Audit and Supervisory Committee Member	-
Tetsuya Maeda	Outside Director, Audit and Supervisory Committee Member	-

(note) If Ms. Kanako Fujii and Mr. Tetsuya Maeda are elected as Outside Directors, the Company intends to notify Tokyo Stock Exchange, Inc. of their designation as an Independent Director as defined in the Securities Listing Regulations of the Exchange.

(2) Resigning director

Name	New Position	Current Position
Yoko Igarashi	-	Director, Chairperson of the Audit and Supervisory Committee
Taro Kitani	-	Outside Director, Audit and Supervisory Committee Member

This material is an English translation of Japanese announcement made on March 19, 2026. Although the Company intended to faithfully translate the Japanese document into English, the accuracy and correctness of this translation are not guaranteed.

2. Brief Biography of the New Candidates for Outside Directors Who Are Audit and Supervisory Committee Members

Name **Kanako Fujii**
Date of Birth August 21, 1981

Career Summary

December 2007 Registered as attorney at law.
January 2008 Joined KOHWA SOHGOH LAW OFFICES (to present)
April 2025 Adjunct Teacher, Keio University Law School (to present)

Name **Tetsuya Maeda**
Date of Birth March 19, 1964

Career Summary

April 1987 Joined The Kyowa Bank, Ltd. (currently Resona Bank, Limited)
April 2014 Executive Officer, Resona Bank, Limited
April 2016 Executive Officer, Saitama Resona Bank, Limited
April 2018 Senior Executive Officer, Resona Bank, Limited
April 2020 Representative Director, President, Resona Card Co.,Ltd.
June 2023 Director, Nikkan Sports Newspaper
June 2024 Director, Audit and Supervisory Committee Member, KOBAYASHI YOKO CO.,LTD.
(to present)
April 2025 Director, Nikkan Sports Business Support Co., Ltd. (to present)

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(Reference) Directors and Officers after June 26, 2026 (Scheduled)

Name	Position
Hideyuki Busujima	Director, Chairman of the Board
Toshio Ogura	Representative Director, President & CEO & COO
Hiroshi Takahashi	Representative Director, Senior Executive Vice President Supervising Corporate Planning Dept.
Junko Tsuruoka	Director Chief Secretary
Hiroyuki Yamasaki	Outside Director, Chairperson of the Audit and Supervisory Committee
Toshiaki Ishiyama	Director, Audit and Supervisory Committee Member
Takashi Miura	Outside Director, Audit and Supervisory Committee Member
Kanako Fujii	Outside Director, Audit and Supervisory Committee Member
Tetsuya Maeda	Outside Director, Audit and Supervisory Committee Member

Yuji Togo	Senior Executive Operating Officer Head of Sales & Marketing Div.
Shingo Takabayashi	Senior Executive Operating Officer Head of Product Management Div.
Takeshi Busujima	Senior Executive Operating Officer Head of Information Technology Systems Div.
Masahiro Akaishi	Senior Executive Operating Officer Head of Administration Div. & General Manager of General Affairs Dept.
Katsumasa Takai	Executive Operating Officer Head of Manufacturing Div.
Masato Ando	Executive Operating Officer Head of Intellectual Property Div.
Koji Hasegawa	Executive Operating Officer Deputy head of Product Management Div. & Office Manager of IP Strategy Office
Masaru Inoue	Executive Operating Officer General Manager of Corporate Planning Dept. & Office Manager of Investor Relations Office
Junichi Tsutsumi	Executive Operating Officer General Manager of Internal Affairs Dept; Product Management Div.
Hideyuki Yoda	Executive Operating Officer General Manager of Product Management Dept; Product Management Div.
Takashi Haneji	Executive Operating Officer Supervising Purchasing Dept; Product Management Div.
Keiji Shuto	Operating Officer Deputy Head of Manufacturing Div. & Senior General Manager of Sanwa Plant & General Manager of Internal Affairs Dept.
Ryo Naoi	Operating Officer Deputy Head of Sales & Marketing Div. & General Manager of Sales Strategy Dept.

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Shinichi Ito	Operating Officer General Manager of Business Planning Dept.
Akira Takahashi	Operating Officer Senior General Manager of Parlor Business Department; Sales & Marketing Div.
Toru Sugiyama	Operating Officer General Manager of Purchasing Department; Product Management Div.

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