



KOBE BUSSAN CO., LTD.



December 17, 2025

Company name: Kobe Bussan Co., Ltd.
 Securities code: 3038
 Listing: Prime Market of Tokyo Stock Exchange
 Representative: Hirokazu Numata,
 President and Representative Director
 Contact: Masahiro Sakamoto,
 Manager, Corporate Planning Department

Announcement of Election of Directors

Kobe Bussan Co., Ltd. (the “Company”) hereby announces that its Board of Directors, at a meeting held on December 17, 2025, resolved to propose the election of Directors at the 40th Annual General Meeting of Shareholders to be held on January 29, 2026.

1. Candidates for Directors excluding Directors Who are Audit and Supervisory Committee Members

Name	Current position(s)		Reason for nomination
Hirokazu Numata	President and Representative Director Director in charge of Quality Assurance Department Director in charge of Area East Plant Management Department Director in charge of R&D Department Director in charge of Domestic Agriculture Resources Department Director in charge of Foodservice Promotion Division	Reappointment	Hirokazu Numata has engaged in the management of the entire Kobe Bussan Group as President and Representative Director of the Company since 2012. Since the appointment, he has streamlined the business portfolio to expand business and improve operational efficiency, and has fulfilled his responsibilities by successfully expanding sales with appropriate management judgment. He has been appointed as the director in charge of Quality Assurance Department, Area East Plant Management Department, R&D Department, and Domestic Agriculture Resources Department since 2025. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.

Name	Current position(s)		Reason for nomination
Yasuhiro Tanaka	<p>Executive Vice President and Representative Director</p> <p>Director in charge of General Affairs Department</p> <p>Director in charge of Legal Affairs Department</p> <p>Manager and Director in charge of System Department</p> <p>Director in charge of Career Development Department</p> <p>Director in charge of Corporate Planning Department</p> <p>Manager and Director in charge of Communication Design Department</p> <p>Director in charge of Overseas Market Development Department</p> <p>Director in charge of Trade Operations Department</p> <p>Director in charge of Overseas Agriculture Resources Department</p> <p>Director in charge of Eco Renewable Energy Department</p> <p>Director in charge of Tourism Business Department</p> <p>Director in charge of BBQ Business Department of Foodservice Promotion Division</p>	Reappointment	<p>Yasuhiro Tanaka has engaged in the management of the entire Kobe Bussan Group as Executive Vice President and Representative Director of the Company since 2012. He has fulfilled his responsibilities as the person in charge of administrative departments by streamlining and improving efficiency of operations, which enabled the Group to expand its business. Since 2025, he has been appointed as the director in charge of Trade Operations Department, Overseas Market Development Department, Eco Renewable Energy Department, Overseas Agriculture Resources Department, and Tourism Business Department. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.</p>
Yasuharu Kido	<p>Director</p> <p>Manager and Director in charge of Accounting Department</p> <p>Manager and Director in charge of Finance Department</p>	Reappointment	<p>Yasuharu Kido holds a wealth of experience and expertise accumulated over long years of service in accounting and finance, and served as Manager, Accounting Department of the Company since 2019 and Manager and Director in charge of Accounting Department and Finance Department of the Company since 2022. He has contributed to the growth of the Group's business by, for example, improving its financial condition and providing suggestions on business planning from the standpoint as an executive responsible for Accounting Department and Finance Department. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.</p>

Name	Current position(s)		Reason for nomination
Kazuo Asami	Director Manager and Director in charge of Area West Plant Management Department	Reappointment	Kazuo Asami holds a wealth of experience and track record in the fields of the management of the Group's plants and food product manufacturing. Its private label products manufactured by the Group's domestic plants drive our business growth with strong support from our customers. He has committed himself to developing safe and reliable food products and starting up a new plant with the focus on labor saving and higher efficiency. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.
Satoshi Nishida	Director Director in charge of Area West Merchandising Department Director in charge of Area East Merchandising Department Director in charge of Domestic Distribution Department Director in charge of Import Operations Department Manager and Director in charge of Overseas Marketing Department	Reappointment	Satoshi Nishida has held positions including Manager, Yokohama Office, and Manager of various business departments. Based on a wealth of experience and knowledge accumulated from these positions, he has contributed to the business expansion and overseas business development of the Group. With his capability in business execution and promotion of business activities with a wide perspective, he has been appointed as the director in charge of Import Operations Department, Domestic Distribution Department, and Area West Merchandising Department. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.
Akihito Watanabe	Director Manager, Yokohama Office Director in charge of Area West Sales Division and Manager, FC Marketing Department Director in charge of Area East Sales Division and Manager, FC Marketing Department Manager and Director in charge of Customer Service Promotion Department Manager, Delicatessen Business Department of Foodservice Promotion Division	Reappointment	Akihito Watanabe has managed the Area West Sales Division and the Area East Sales Division, which the FC Operation Department and FC Marketing Department of the Group's mainstay Gyomu Super Business belong to, and expanded this business by, for example, increasing the number of stores and continuing to raise sales of existing stores. He has also contributed to the expansion of the Group's business in various ways, including launching a new business as Manager, Delicatessen Business Department. Accordingly, the Company expects him to continue to make further contributions, and therefore believes that he is appropriate as Director of the Company.

2. Candidates for Directors Who are Audit and Supervisory Committee Members

Name	Current position(s)		Reason for nomination
Koichi Masada	Director (Full-time Audit and Supervisory Committee Member)	Reappointment	Koichi Masada holds a wealth of experience and expertise accumulated over long years of service in finance and accounting, and served as Manager and Corporate Officer in charge of Finance Department of the Company since 2017, Substitute Corporate Auditor since 2018, and Director Who is Audit and Supervisory Committee Member since 2022. Accordingly, the Company expects him to continue to fulfill his role of audit and supervision, and therefore believes that he is appropriate as Director Who is Audit and Supervisory Committee Member of the Company.
Takeshi Ieki	Outside Director (Audit and Supervisory Committee Member)	Reappointment	As a certified public accountant, Mr. Takeshi Ieki has leveraged his expertise and insight, a wealth of knowledge, and practical experience in the field of accounting to fulfill his role as Outside Director by supervising the Company's management, providing appropriate advice, and seeking for explanations as necessary at the Board of Directors meetings from an objective standpoint. Accordingly, the Company expects him to continue to fulfill his role of audit and supervision, and therefore believes that he is appropriate as Outside Director Who is Audit and Supervisory Committee Member of the Company.
Sachiko Nomura	Outside Director (Audit and Supervisory Committee Member)	Reappointment	As an attorney at law, Ms. Sachiko Nomura has sought for explanations as necessary at the Board of Directors meetings from an objective standpoint based on her wealth of experience and professional knowledge. She has a high level of expertise in corporate supervision as she serves as Corporate Auditor or Director at several companies. She also has the qualities that enable her to reflect diverse perspectives and values in management and has played a significant role in the past. Accordingly, the Company expects her to continue to fulfill such a role, and therefore believes that she is appropriate as Outside Director Who is Audit and Supervisory Committee Member of the Company.