

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

To Whom It May Concern:



February 13, 2026

Company Name: BULL-DOG SAUCE CO., LTD.
Representative: Hisatoshi Ishigaki
Representative Director,
President and Executive Officer
(Securities code: 2804; TSE Prime)
Inquiries: Mai Saeki,
Director, Senior Managing Executive Officer and
General Manager of Corporate Planning Office
(Telephone: +81-3-3668-6811)

Notice Concerning Changes of Representative Directors, and Changes of Executive Officers and
Important Employees

BULL-DOG SAUCE CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held today, on matters concerning the changes of Representative Directors ,and the nomination of candidates for directors, and the changes of executive officers and important employees. The details are described below. The matters outlined in “1. Changes of Representative Directors” and “2. Candidates for Directors” are scheduled to be formally determined by resolutions of the Company’s 101st Annual General Meeting of Shareholders to be held in June of this year and the subsequent meeting of the Board of Directors.

1. Changes of Representative Directors

(1) Details of the Changes

Name	New title	Current title
Hisatoshi Ishigaki	Representative Director, President and Executive Officer	Representative Director, President and Executive Officer
Mai Saeki	<u>Representative Director</u> , Senior Managing Executive Officer	<u>Director</u> , Senior Managing Executive Officer

(2) Reason for the Changes

To strengthen the management system by appointing a new representative director.

(3) Name and other details of the newly appointed representative director

Name Mai Saeki

Date of birth April 5, 1971

Career summary

April 1995 Joined the Company

April 2019 General Manager of Marketing Department

April 2021	Executive Officer, in charge of Product Planning Department and R&D Department General Manager of Product Planning Department
April 2023	Executive Officer, in charge of Corporate Planning Office and Governance Office General Manager of Corporate Planning Office and General Manager of Governance Office
April 2024	Managing Operating Officer, General Manager of Corporate Planning Office
June 2024	Director and Managing Operating Officer, General Manager of Corporate Planning Office
April 2025	Director and Senior Managing Executive Officer Senior Managing Executive Officer, in charge of Corporate Planning Office and General Affairs and Personnel Department and General Manager of Corporate Planning Office (to present)

Shareholding 2,300 shares (As of the end of September 2025)

(4) Scheduled date of appointment

Scheduled to be nominated at the meeting of the Board of Directors to be held after the conclusion of the 101st Annual General Meeting of Shareholders

2. Candidates for Directors

(1) Candidates for Directors (Excluding Directors who are Audit Committee Members)

Name	Current positions at the Company [Significant concurrent positions and career summary]	Remarks
Hisatoshi Ishigaki	Representative Director [Director, Ikari Sauce Co., Ltd.]	Reappointment
Mai Saeki	Director [Director, Ikari Sauce Co., Ltd.]	Reappointment
Masayuki Takechi	Director [Representative Director, Ikari Sauce Co., Ltd.]	Reappointment
Yasushi Okawara*	[Former President and Representative Director, DELSOLE Corporation]	New appointment

* Mr. Yasushi Okawara is a candidate for Outside Director.

(2) Candidates for Directors who are Audit Committee Members

Name	Current positions at the Company [Significant concurrent positions and career summary]	Remarks
Katsutoshi Sato	General Manager of General Affairs and Personnel Department	New appointment
Etsuko Nagashima*	Outside Director (Audit Committee Member) [Representative, Nagashima CPA Accounting Office] [Outside Director, Sumitomo Bakelite Co., Ltd.]	Reappointment
Shingo Miyazono*	Outside Director [Head, Miyazono Accounting Office] [Outside Auditor, astamuse Co., Ltd.] [Outside Corporate Auditor, GROOVE, Inc.] [Outside Corporate Auditor, Naci Holdings Co., Ltd.] [Outside Auditor, WECARS Co., Ltd.]	New appointment
Kyoko Nakamura*	[Partner lawer, Atsumi & Sakai law firm]	New appointment

* Ms. Etsuko Nagashima, Mr. Shingo Miyazono, and Ms. Kyoko Nakamura are candidates for Outside Directors.

(3) Candidate for substitute Director who is an Audit Committee Member

Name	Current positions at the Company [Significant concurrent positions and career summary]
Kazuo Kunori	Substitute Director who is an Audit Committee Member [Head, Kazuo Kunori Tax Accounting Firm]

(4) Directors scheduled to retire

Name	Current positions at the Company [Significant concurrent positions and career summary]
Seiichiro Yamamoto	Director (Full-time Audit Committee Member)
Hiroyasu Ishikawa	Outside Director (Audit Committee Member) [Representative attorney, Ark Law Office] [External Auditor, Treasure Factory Co., Ltd.]

3. Changes of Executive Officers (Effective April 1, 2026)

Name	New title	Current title
Mai Saeki	Director and Senior Managing Executive Officer Senior Managing Executive Officer, in charge of Corporate Planning Office and General Manager of Corporate Planning Office Director and Executive Officer, Ikari Sauce Co., Ltd.	Director and Senior Managing Executive Officer Senior Managing Executive Officer, in charge of Corporate Planning Office <u>and General Affairs and Personnel Department</u> and General Manager of Corporate Planning Office Director and Executive Officer, Ikari Sauce Co., Ltd.
Tsuyoshi Shibazaki	Managing Operating Officer <u>Managing Operating Officer, in charge of General Affairs and Personnel Department</u> , Accounting Office, Computer system Department, and <u>General Manager of General Affairs and Personnel Department</u> Supervisor, Bull-Dog Sauce (Shanghai) Co., Ltd.	Managing Operating Officer Managing Operating Officer, in charge of Accounting Office and Computer system Department, and <u>General Manager of Accounting Office</u> Supervisor, Bull-Dog Sauce (Shanghai) Co., Ltd.
Susumu Sekine	Executive Officer Head of Sales, Executive Officer, in charge of Overseas Business Promotion Office and Business Use Promotion Office, and General Manager of Sales Strategy Office and Business Use Promotion Office Supervisor, Bull-Dog Sauce (Shanghai) Co., Ltd.	Executive Officer Head of Sales, Executive Officer, in charge of Overseas Business Promotion Office and Business Use Promotion Office, General Manager of Sales Strategy Office, and <u>Acting General Manager of Business Use Promotion Office</u> Supervisor, Bull-Dog Sauce (Shanghai) Co., Ltd.

4. Changes of division heads (Effective April 1, 2026)

Name	New title	Current title
Katsutoshi Sato	Manager, reporting to President and Executive Officer	Manager of General Affairs and Personnel Department
Shinji Saito	Manager, reporting to President and Executive Officer	Manager of R&D Laboratory
Hiroki Obayashi	Manager of Audit Office	Manager of Nagoya Branch
Waka Arie	Manager of Accounting Office	Section Manager of Accounting Office
Seiji Kondo	Manager of R&D Laboratory	Manager of QC Office
Kouzou Chou	Manager of QC Office	Manager of Audit Office
Hitoshi Ono	Manager of Nagoya Branch	Office Manager of Niigata Office, Kanto Branch
Terutaka Mabuchi	Section Manager of Industrial Products Promotion Office	Manager of Industrial Products Promotion Office

<Reference>

Directors and Executive Officers after the conclusion of the 101st Annual General Meeting of Shareholders to be held in June 2026

Representative Director, President and Executive Officer	Hisatoshi Ishigaki
Representative Director, Senior Managing Executive Officer	Mai Saeki
Director, Senior Managing Executive Officer	Masayuki Takechi
Outside Director	Yasushi Okawara
Director, Full-time Audit Committee Member	Katsutoshi Sato
Outside Director, Audit Committee Member	Etsuko Nagashima
Outside Director, Audit Committee Member	Shingo Miyazono
Outside Director, Audit Committee Member	Kyoko Nakamura
Managing Operating Officer	Minako Suzuki
Managing Operating Officer	Tsuyoshi Shibasaki
Executive Officer	Susumu Sekine
Executive Officer	Hiroyuki Namiki