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Healthy, Delicious Food from Japan



March 31, 2026

For Immediate Release:

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Announcement Regarding Organizational Restructuring and Changes in the Assignment of Duties for Executive Officers

Tokyo, March 31, 2026 - Kibun Foods Inc. (the "Company") hereby announces that it has decided on the organizational restructuring, the assignment of duties for Director, and the Executive Officers appointments, effective April 1, 2026, as detailed below.

1. Organizational Restructuring

- (1) To strengthen the Company's overseas business promotion capabilities, the "Overseas Business Division" will be established to lead revenue generation and ensure profitability, with functions transferred from the "International Operations Division." As subordinate units, the "Overseas Sales Department," the "Overseas Business Planning Department," and the "Overseas Business Administration Department" will be established.
- (2) To promote digital transformation (DX) across the entire organization, the "DX Promotion Division" will be established to strengthen the planning and promotion of the Company's digital strategy. As a subordinate unit, the "DX Department" will be newly established to manage DX initiatives. In addition, the "Digital Promotion Department" will be transferred from the "Group Management Division" and renamed the "Systems Administration Department."
- (3) To strengthen food safety and hygiene assurance systems across the Company's Group, the "Food Hygiene Management Division" will be renamed the "Food Safety Management Division." As a subordinate unit, the "Hygiene Management Department" will be established, and the "Customer Service Department" will be transferred from the

"Business Operations Division."

- (4) The "Business Development Division" will be renamed the "Next-Generation Business Development Division." The sales functions of its subordinate units will be reorganized by customer channel, and the "Business Expansion Branch," "E-Commerce Branch," and "Direct Sales Branch" will be established. In addition, the "Business Planning and Administration Department," responsible for planning and administrative functions, will be renamed the "New Business Administration Department."
- (5) The "Production Support Promotion Division" will be dissolved after its support functions for the Company's Production Division (production engineering development, production efficiency improvement support, and maintenance and enhancement of product quality standards, etc.) have been transferred or integrated into the relevant departments.

2. Change in the Assignment of Duties for Director

Name	New	Current
Hiroshi Tsutsumi	Representative Director and President	Representative Director and President, President and Chief Executive Officer, General Manager of International Operations Division, and Business Development Division

3. Changes in the Assignment of Duties for Executive Officers

Name	New	Current
Atsushi Tajiri	Managing Executive Officer, General Manager of Business Operations Division	Managing Executive Officer, General Manager of Business Operations Division, and General Manager of Business Administration Department
Masumi Tanaka	Executive Officer, General Manager of DX Promotion Division, and General Manager of DX Department	Executive Officer, General Manager of Production Support Promotion Division, and General Manager of Technology Department
Akira Tsuda	Executive Officer, General Manager of Food Safety Management Division, and General Manager of Hygiene Management Department	Executive Officer, General Manager of Food Hygiene Management Division
Shinsuke Toriba	Executive Officer, Deputy General Manager of Group Management Division	Executive Officer, Deputy General Manager of Group Management Division, and General Manager of Digital Promotion Department

4. Changes in the Assignment of Duties for Other General Manager

Name	New	Current
Ken-ichiro Takayanagi	General Manager of Next-Generation Business Development Division, and General Manager of Direct Sales Branch	General Manager of Communication Planning Department, Sales & Category Promotion Division
Masaki Honma	General Manager of Overseas Business Division, and General Manager of Overseas Business Planning Department	President and Representative Director of Kibun Foods (U.S.A.) Inc.

*** About Kibun Foods Inc.**

Kibun Foods Inc. is a leading company of fish paste-based products, known as “Surimi”, a traditional Japanese food. With our protein processing technology and chilled logistics network, we have established a widely recognized brand in Japan. Now, we are expanding our business globally, aiming to deliver healthy and delicious food from Japan to tables around the world.