November 10, 2025

For Immediate Release

Company name: Sanyo Trading Co., Ltd.
Representative: Masanobu Shintani, President & CEO
(Code: 3176 TSE Prime Market)
Inquiries: Yoshimi Namba,
Director, General Manager of Corporate Planning Department
(Tel: +81-3-3518-1111)

Notice Regarding Organizational Restructuring and Appointment of Responsible Officers to Achieve the Long-Term Management Plan "SANYO VISION 2028"

Sanyo Trading Co., Ltd. (the "Company") hereby announces that at a Board of Directors meeting held today, it resolved to implement an organizational restructuring and appoint responsible officers effective November 10, 2025, with the aim of further strengthening its management structure. Details are as follows.

Details

1. Purpose of the Reorganization

To advance toward the vision stated in the long-term management plan "SANYO VISION 2028" (hereinafter SV2028), "Deliver tangible solutions to social issues to make the world a better place for everyone," and to more reliably achieve the goals of SV2028, we will accelerate management decision-making and enhance the autonomy of business execution.

Through this reorganization, we will clarify responsibilities and authority for each business segment and further strengthen collaboration between management and the field. This will enable swift responses to environmental changes and the expansion of our revenue base.

2. Overview of the Restructuring

2.1 Effective Date: November 10, 2025

2.2 Key Changes

(a) We will appoint promotion managers for each of the three key SV2028 targets: 1. Operating profit of 9.0 billion yen, 2. PBR of more than 1, and 3. Strengthening human capital.

Target	Responsible Person	Position
Operating Profit of 9.0 Billion Yen	Mitsuyasu Hirasawa	Director & Executive Officer, In charge of Business Divisions
PBR of More than 1	Yoshimi Namba	Director & Executive Officer, In charge of Business Divisions, General Manager of Corporate Planning Department
Strengthening Human Capital	Masanobu Shintani	President & CEO

(b) Based on SV2028's management policy, we will newly appoint executive officers to oversee each business segment, enhancing strategic focus and expertise in the market.

Business Segment	Executive Officer	Position
Fine Chemicals	Yasushi Komiya	Senior Executive Officer, General Manager of Rubber Business Unit
Industrial Products	Yoshimi Namba	Director & Executive Officer, In charge of Business Divisions, General Manager of Corporate Planning Department
Sustainability	Mitsuyasu Hirasawa	Director & Executive Officer, In charge of Business Divisions
Life Science	Koji Taguchi	Senior Executive Officer, General Manager of Life Science Business Unit

(c) The Committee of Executive Officers will be reorganized and renamed the "SV2028 Execution Committee." The committee's purpose will be focused solely on "Executing SV2028," enabling swift identification of management issues and advancing strategic, agile business execution and organizational strengthening.

3. New Organizational Chart (as of November 10, 2025)