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March 27, 2026

Company name: Sanoh Industrial Co., Ltd.
Representative: Genya Takeda, Director & President
(Code No: 6584)
Contact Person: Yasuo Matsumoto, Executive Officer,
General Manager of General Affairs Headquarters
(Tel: 03-6879-2622)

Notice Regarding Tentative Executive Appointments

Sanoh Industrial Co., Ltd. (hereinafter referred to as "the Company") hereby announces that at the meeting of the Board of Directors held on March 27, 2026, it informally resolved the appointments of Directors and Auditors as of the date of the 118th Ordinary General Meeting of Shareholders to be held in June 2026, as outlined below.

The formal election of nine (9) Directors and one (1) Auditor is scheduled to be determined upon approval at the General Meeting of Shareholders. Following the close of the meeting, the Board of Directors is expected to appoint the Representative Director and Directors with titles.

1. Candidates for Director

Name	Category of Election	Current Position
Yozo Takeda	Reelection	Representative Director, Chairman and CEO
Genya Takeda	Reelection	Representative Director, President and COO
Hirohisa Nakamoto	Reelection	Director, Vice Chief Operating Officer (VCOO), General Manager of Marketing Headquarters
Munetoshi Sasaki	Reelection	Director and Senior Executive Officer, CFO and General Manager of Finance Headquarters
Motohisa Kaneko	Reelection Outside Independent (Lead)	Co-founder, Director and COO of iMed Technologies Co., Ltd.
Takafumi Morichi	Reelection Outside Independent	Advisor of Shinsho Corporation
Akie Iriyama	Reelection Outside Independent	Professor at Graduate School of Business and Finance, Waseda University Outside Director of ROHTO Pharmaceutical Co., Ltd. Outside Director of SEPTENI HOLDINGS CO., LTD. Outside Director (Audit and Supervisory Committee Member) of SORACOM, INC.
Yoshiyuki Izawa	Reelection Outside Independent	Outside Director (Audit & Supervisory Committee Member) of Nitori Holdings Co., Ltd. Outside Director of Seven & i Holdings Co., Ltd.
Sayaka Tomioka	Reelection Outside Independent	Managing Executive Officer, CFO, and Charge of Corporate Planning Department of Taiyo Holdings Co., Ltd.

(Note)

Motohisa Kaneko, Takafumi Morichi, Akie Iriyama, Yoshiyuki Izawa and Sayaka Tomioka are candidates for Outside Director, and the Company intends to designate each of them as an Independent Officer as defined by the Tokyo Stock Exchange, Inc. and submit such designation to the Exchange.

2. Candidate for Auditor

Name	Category of Election	Current Position
Tomoki Hiraishi	Reelection	Representative Director and President of accrea Inc. Partner of accrea Tax Accountant Corporation Outside Director of INTERTRADE Co., Ltd. Executive Officer & CSO, FUNDINNO Inc.

[Reference] Anticipated Structure of the Board of Directors and Board of Auditors Following the 118th Ordinary General Meeting of Shareholders

Name	Position in the Company
Genya Takeda	Representative Director, President and CEO
Hirohisa Nakamoto	Director, Vice Chief Operating Officer (VCOO), General Manager of Marketing Headquarters
Munetoshi Sasaki	Director and Senior Executive Officer, CFO and General Manager of Finance Headquarters
Yozo Takeda	Director, Special Advisor
Motohisa Kaneko	Lead Outside Independent Director
Takafumi Morichi	Outside Independent Director
Akie Iriyama	Outside Independent Director
Yoshiyuki Izawa	Outside Independent Director
Sayaka Tomioka	Outside Independent Director
Haruka Miwa	Full-time Auditor
Tomoki Hiraishi	Outside Auditor
Eri Furukawa	Outside Auditor