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December 22nd, 2025

To whom it may concern

Company Name: Shimojima Co., Ltd.
Representative: Yoshihiko Kasai Representative
Director, President
(Code No. 7482 TSE Prime Market)
Inquiries: Hitoshi Onodera Senior Managing
Director and Senior Executive Officer
(TEL +81-3-3862-8626)

Notice Concerning Change of Representative Director (Resignation) and Change of Officers

Shimojima Co., Ltd (the “Company”) hereby announces that our Board of Directors accepted the resignation of our Representative Director, Executive Vice President, which is to be effective as of December 31st, 2025.

Our Board of Directors also made a resolution regarding changes of directors and executive officers as shown below.

1. Change of Representative Director (Resignation)

(1) Details of change

Name	Current job title	Date of resignation
Masayuki Shimojima	Representative Director, Executive Vice President	Effective as of December 31st, 2025

Masayuki Shimojima also resigned from the position as a director, and will not hold any position at the Company, with or without concurrence, after his resignation. Yoshihiko Kasai will be the sole Representative Director of the Company thereafter.

(2) Reason for change (resignation)

This is due to personal reasons.

2. Changes of Directors (Effective as of January 1st, 2026)

Name	Current job title	New Title
Toshiharu Kawahara	Managing Director Senior Executive Officer General Manager of Sales and Marketing Headquarters Division	Managing Director Senior Executive Officer
Manabu Onuki	Director Senior Executive Officer General Manager of Purchasing Division	Director Senior Executive Officer General Manager of Sales and Marketing Headquarters Division

3. Changes of Executive Officers (Effective as of January 1st, 2026)

Name	Current job title	New Title
Shingo Ojiri	Executive Officer Deputy Division Manager of Sales and Marketing Division	Executive Officer General Manager of Purchasing Headquarters Division

4. Reference

New Executive Structure

The executive structure of the Company will be as shown below, effective as of January 1st, 2026, as a result of the aforementioned changes.

(Directors)

Representative Director, President	Yoshihiko Kasai
Senior Managing Director	Hitoshi Onodera (Senior Executive Officer, General Manager of Corporate Planning Division and General Manager of Administrative Division)
Managing Director	Toshiharu Kawahara (Senior Executive Officer)
Director	Manabu Onuki (Senior Executive Officer, General Manager of Sales and Marketing Headquarters Division)
Director	Shoichi Watanabe (Senior Executive Officer, Deputy Division Manager of Sales and Marketing Headquarters Division)
Outside Director	Tsutomu Umeno (Independent Director)
Outside Director	Takeyuki Iwasaki (Independent Director)
Outside Director	Chihiro Kanai (Independent Director)

(Corporate Auditors)

Full-time Corporate Auditor

Takao Furuhashi

Outside Corporate Auditor

Yuichi Sato (Independent Director)

Outside Corporate Auditor

Takao Karasawa (Independent Director)

Outside Corporate Auditor

Tomohiro Ohki (Independent Director)

(Executive Officers)

Senior Executive Officer

Kenji Shimojima (General Manager of Group Management Office)

Executive Officer

Hiroko Ikeda (Deputy Division Manager of Administrative Division and Manager of Accounting Department)

Executive Officer

Shingo Ojiri (General Manager of Purchasing Headquarters Division)

Executive Officer

Masashi Takano (Manager of Corporate Planning Department)

Executive Officer

Yukikazu Matsunami (Deputy Division Manager of Sales and Marketing Headquarters Division)

Executive Officer

Munetaka Fujitani (Deputy Division Manager of Sales and Marketing Headquarters Division)

Executive Officer

Hirofumi Morii (Manager of Personnel Department)

Executive Officer

Shinichiro Katano (Deputy Division Manager of Sales and Marketing Headquarters Division)

Executive Officer

Yuji Sawaragi (President & CEO, Mitachi Package Co., Ltd.)

Executive Officer

Hiroshi Shitaba (Deputy Division Manager of Purchasing Headquarters Division)