



October 14, 2025

Company name: Shinwa Co., Ltd.
Representative: Yoshiro Takitani, President & CEO
(Securities code: 7607, Prime Market of the Tokyo Stock Exchange, Premier Market of the Nagoya Stock Exchange)
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Notice Concerning Changes in Directors and Other Officers

Shinwa Co., Ltd. (the “Company”) hereby announces that it has decided, at a meeting of the Board of Directors held on October 14, 2025, to make changes to its Directors and other officers.

Changes in Directors will be officially decided at the 75th Annual General Meeting of Shareholders to be held on November 20, 2025.

1. Changes in Directors (effective November 20, 2025)

(1) New candidate for Director who is an Audit and Supervisory Committee Member

Name	New position	Current position
Morio Matsuura	Outside Director Full-time Audit and Supervisory Committee Member (Independent Officer)	—

*Mr. Morio Matsuura fulfills the requirements for independent officers as defined by Tokyo Stock Exchange and the standards for independence of the Company. The Company plans to file him as an independent officer with the Tokyo Stock Exchange.

(2) Director to be promoted

Name	New position	Current position
Shuji Ishikawa	Director/Senior Managing Executive Officer Marketing Div. General Manager Central Region General Manager Nagoya Sales Dept. I General Manager	Director/Managing Executive Officer Marketing Div. General Manager Central Region General Manager Nagoya Sales Dept. I General Manager

(3) Retiring Director who is an Audit and Supervisory Committee Member

Name	New position	Current position
Tsuneari Moteki	—	Director Full-time Audit and Supervisory Committee Member

2. Changes in Executive Officers (effective November 20, 2025)

(1) Executive Officer to be promoted

Name	New position	Current position
Hideyuki Inaba	Senior Executive Officer Management Div. Deputy General Manager Head of General Affairs & Human Resources General Affairs Management Dept. Branch Management Dept.	Executive Officer Management Div. Deputy General Manager Head of General Affairs & Human Resources General Affairs Management Dept. Branch Management Dept.

3. Past experience of new candidate for Director who is an Audit and Supervisory Committee Member

Name (Date of birth)	Past experience
Morio Matsuura (December 10, 1959)	April 1983 Joined Nippon Shinyaku Co., Ltd. April 2013 Department Manager, Keiji Hokuriku Branch Office, Kinki and Tokai Regional Administration Division, Sales and Marketing April 2015 Department Manager, Osaka Business Office, Western Japan Division, Sales and Marketing April 2017 Department Manager, Kitakanto Koshinetsu Business Office, Sales and Marketing April 2019 Deputy Head, Sales and Marketing Planning Division, Sales and Marketing June 2019 Standing Audit & Supervisory Board Member

(Reference)

[New Executive Structure]

The planned executive structure after the General Meeting of Shareholders to be held on November 20, 2025 is as follows:

1. Directors (excluding Directors who are Audit and Supervisory Committee Members)

Position	Name	Responsibilities
Chairman	Tetsuo Nemoto	Overall business management In charge of Manufacturing
President President & CEO	Yoshiro Takitani	All company integration In charge of Overseas Business
(Promoted) Director Senior Managing Executive Officer	Shuji Ishikawa	Marketing Div. General Manager Central Region General Manager
Director Senior Executive Officer	Hiroki Hamada	Head of Strategic Business Development Strategic Sales Promotion Dept. Nagoya Sales Dept. III
Director Senior Executive Officer	Kiyoshi Kato	Management Div. General Manager Information System Dept. General Manager
Outside Director	Junichi Kagawa	Independent Officer
Outside Director	Noriko Asai	Independent Officer

2. Directors who are Audit and Supervisory Committee Members

Position	Name	Responsibilities
(Newly appointed) Outside Director Audit and Supervisory Committee Member	Morio Matsuura	Audit and Supervisory Committee Chairman Independent Officer
Outside Director Audit and Supervisory Committee Member	Masaaki Naito	Independent Officer
Outside Director Audit and Supervisory Committee Member	Kazuhito Akiba	Independent Officer
Outside Director Audit and Supervisory Committee Member	Mika Kimata	Independent Officer

3. Executive Officers

Position	Name	Responsibilities
Senior Executive Officer	Naoki Kawahara	Head of Innovation Technology Smart Factory Innovation Center
Senior Executive Officer	Kazuo Morimasa	Head of East-Japan Region Omiya Sales Dept.
Senior Executive Officer	Tatsuhito Kuno	Head of Manufacturing Promotion Maintenance Technical Center
(Promoted) Senior Executive Officer	Hideyuki Inaba	Management Div. Deputy General Manager Head of General Affairs & Human Resources General Affairs Management Dept. Branch Management Dept.
Executive Officer	Hiroyasu Sugihara	Head of Accounting Dept.