



December 15, 2025

Company name: OKUWA Co., Ltd.
Name of representative: Hirotsugu Okuwa, President and
Representative Director
(Securities code: 8217, TSE Prime)
Inquiries: Masao Gunji, Head of President's
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Notice Concerning Changes in Directors and Management Personnel

OKUWA Co., Ltd. hereby announces that it has resolved, at a meeting of the Board of Directors held today, to change its Executive Officer and management personnel as below.

○ Change in Executive Officer (as of January 1, 2026)

New Position	Former Position	Name
Executive Officer, General Manager of Development Division and General Manager of M&A Promotion Office	Executive Officer, General Manager of Development Division, General Manager of M&A Promotion Office, and Deputy General Manager of Administration Division	Kazuhiko Suita

○ Change in management personnel (as of January 1, 2026)

New Position	Former Position	Name
General Manager of Administration Headquarters	(Managing Director of Sumitomo Mitsui Trust Club Co., Ltd.)	Mitsuhiro Kozaiwa