

Note: This document has been translated from the Japanese original for reference purposes only.
In the event of any discrepancy between this translated document and the Japanese original,
the original shall prevail.



December 15, 2025

Company name: OKUWA Co., Ltd.
Name of representative: Hirotugu Okuwa, President and
Representative Director
(Securities code: 8217, TSE Prime)
Inquiries: Masao Gunji, Head of President's
(Telephone: +81-73-425-2481)

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 Saita

○ 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.)	Mitsuhito Kozaawa