



January 20, 2026

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 Officers and Organizational Structure

OKUWA Co., Ltd. hereby announces that it has resolved, at a meeting of the Board of Directors held today, to change its Officers, personnel assignments, and organizational structure as below.

1. Executive personnel (as of February 21, 2026)

New position	(Current position)	Name
Director, Senior Managing Executive Officer, and General Manager of Sales Headquarters	Director, Senior Managing Executive Officer, General Manager of Sales Headquarters, and General Manager of Retail Business Division	Yoji Takeda
Executive Officer, General Manager of Management Strategy Supervision Office, and General Manager of IR Office	(Executive Officer, Head of President's, and General Manager of IR Office)	Masao Gunji

2. General personnel (as of February 21, 2026)

New position	(Current position)	Name
General Manager of Management Strategy Office	(Seconded to Nihon Ryutsu Sangyo Co., Ltd.)	Hiroki Shinkawa
General Manager of Retail Business Division	(General Manager of Business Innovation Office)	Munenori Moriguchi
General Manager of Business Reform Office	(Manager of SuC Chita Store)	Tsubasa Asano
General Manager of Fisheries Division	(General Manager of SuC Kinki Retail Division)	Hideo Washitani

New position	(Current position)	Name
General Manager of Food Manufacturing Division and General Manager of New Center Preparation Office	(Manager of SuC Kanimitake Inter Store)	Manabu Nishisaka
General Manager of Commercial-use Food Business Development Division	(General Manager of Food Manufacturing Division, General Manager of New Center Preparation Office, and Manager of Seki Distribution Center)	Hajime Omoto
General Manager of SuC Kinki Retail Division	(General Manager of Tokai No. 2 Retail Division)	Norimasa Kido
General Manager of SL Retail Division	(General Manager of Kinki No. 2 Retail Division)	Tomoki Mizuguchi
General Manager of Kinki No. 1 Retail Division	(General Manager of PRC Retail Division)	Kazutaka Kubo
General Manager of Kinki No. 2 Retail Division	(Manager of SuC Palm City Wakayama Store)	Kiyoshi Matsunami
General Manager of Kinki No. 3 Retail Division	(Deputy General Manager of Business Division, Retail Business Division)	Yoshitsugu Kikumoto
General Manager of Tokai No. 2 Retail Division	(Manager of SuC Hashimoto Store)	Makoto Taniguchi
General Manager of Human Resources and General Manager of Human Resources Strategy Department	(General Manager of Human Resources Strategy Department)	Shinji Onishi
General Manager of Recruitment and Education Division	(General Manager of Human Resources)	Akira Uchimachi

SuC: Super Center, PRC: Price Cut, SL: Small Supermarket

3. Changes in the organizational structure (as of February 21, 2026)

- The “President’s Office” is renamed to the “Management Strategy Supervision Office,” with the “IR Office” transferred under its jurisdiction.
- The “Management Strategy Office” is newly established under the jurisdiction of the “Management Strategy Supervision Office.”
- The “Human Resources” is divided into the “Human Resources” and “Recruitment and Education Division.”
- The “PR Retail Division” is restructured into the “SL Retail Division.”
- The “Commercial-use Food Business Development Division” is newly established.