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March 3, 2026

Company name: OKUWA Co., Ltd.
Name of representative: Hirotugu Okuwa, President and
Representative Director
(Securities code: 8217, TSE Prime)
Inquiries: Masao Gunji, General Manager of
Management Strategy Supervision Office
(Telephone: +81-73-425-2481)

Notice Concerning Changes in Officers

OKUWA Co., Ltd. hereby announces that it has resolved, at a meeting of the Board of Directors held today, to change its Officers as below. The changes in Officers are scheduled to be formally decided following approval at the 57th Ordinary General Meeting of Shareholders scheduled for May 15, 2026, and a subsequent meeting of the Board of Directors after the said General Meeting of Shareholders.

1. Candidates for Director (excluding Directors who are Audit & Supervisory Committee Members)

Attribute	New position name	Current position name	Name
Reappointment	Same as right	President and Representative Director	Hirotugu Okuwa
Reappointment	Same as right	Director, Senior Managing Executive Officer, and General Manager of Sales Headquarters	Yoji Takeda
New appointment	Director, Senior Executive Officer, and General Manager of Administration Headquarters	General Manager of Administration Headquarters	Mitsuhiro Kozaiwa
Reappointment	Same as right	Director	Ikuji Okuwa
Reappointment	Same as right	Director	Shoji Okuwa
Reappointment	Same as right	Director	Keiji Okuwa
Reappointment	Same as right	Director	Toshio Okuwa
Reappointment	Same as right	Director (independent, outside)	Rie Kida

2. Candidates for Director (Directors who are Audit & Supervisory Committee Members)

Attribute	New position name	Current position name	Name
Reappointment	Same as right	Director and Audit & Supervisory Committee Member (standing)	Yoshihiko Ikezaki

Reappointment	Same as right	Director and Audit & Supervisory Committee Member (independent, outside)	Ichiro Okamoto
Reappointment	Same as right	Director and Audit & Supervisory Committee Member (independent, outside)	Kenji Kuryu
Reappointment	Same as right	Director and Audit & Supervisory Committee Member (independent, outside)	Taeko Yashima

3. Career summary of a candidate for newly appointed Director

Name: Mitsuhiro Kozaiwa

Date of birth: August 24, 1966 (59 years old)

Primary career history:

April	1990	Joined The Sumitomo Trust and Banking, Co., Ltd.
June	2006	Chief Investigator, Head Office Sales Department No. 3, The Sumitomo Trust and Banking, Co., Ltd.
June	2007	General Manager, CS Planning and Promotion Office, The Sumitomo Trust and Banking, Co., Ltd.
June	2011	Deputy Branch Manager, Sagami-Ono Branch, The Sumitomo Trust and Banking, Co., Ltd.
October	2013	Deputy Branch Manager, Fukuoka Branch, Sumitomo Mitsui Trust Bank, Limited
October	2015	General Manager, Osaka Loan Sales Department, Sumitomo Mitsui Trust Bank, Limited
January	2019	Branch Manager, Kashiwa Branch, Sumitomo Mitsui Trust Bank, Limited
April	2020	Seconded to Sumitomo Mitsui Trust Panasonic Finance Co., Ltd. as Director
April	2021	Transferred to Sumitomo Mitsui Trust Card Co., Ltd. as Director and Executive Officer
October	2025	Managing Director, Sumitomo Mitsui Trust Club Co., Ltd.
January	2026	Transferred to OKUWA as General Manager, Administration Headquarters (current position)

[Reference] Officer structure from May 15 (scheduled)

(1) Directors (excluding Directors who are Audit & Supervisory Committee Members)

Name	Position name
Hirotsugu Okuwa	President and Representative Director
Yoji Takeda	Director, Senior Managing Executive Officer, and General Manager of Sales Headquarters
Mitsuhiro Kozaiwa	Director, Senior Executive Officer, and General Manager of Administration Headquarters
Ikuji Okuwa	Director
Shoji Okuwa	Director
Keiji Okuwa	Director
Toshio Okuwa	Director
Rie Kida	Director (independent, outside)

(2) Directors (Directors who are Audit & Supervisory Committee Members)

Name	Position name
Yoshihiko Ikezaki	Director and Audit & Supervisory Committee Member (standing)
Ichiro Okamoto	Director and Audit & Supervisory Committee Member (independent, outside)
Kenji Kuryu	Director and Audit & Supervisory Committee Member (independent, outside)
Taeko Yashima	Director and Audit & Supervisory Committee Member (independent, outside)

(3) Executive Officers who do not concurrently serve as Directors

Name	Position name
Masakatsu Okuwa	Senior Executive Officer and General Manager of Food Business Division
Masao Gunji	Executive Officer, General Manager of Management Strategy Supervision Office, and General Manager of IR Office
Kazuhiko Suita	Executive Officer, General Manager of Development Headquarters, and General Manager of M&A Promotion Office
Noboru Iida	Executive Officer and General Manager of Human Resources and General Affairs Headquarters
Masahiro Shizukawa	Executive Officer, General Manager of Logistics and Manufacturing Business Division, and General Manager of Logistics Division