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May 14, 2026

To whom it may concern,

Company Name	GUNZE LIMITED
Name of Representative	Toshiyasu Saguchi, President and Representative Director (Code: 3002; TSE Prime)
Head Office	2-5 25 Umeda, Kita-ku, Osaka-shi
Inquiries	Junko Nakashima, Corporate Officer, General Manager, Corporate Communication Department (TEL. 06-6348-1314)

Notice of Changes in President and Representative Director, and Officers

Our company hereby announces that, at the Board of Directors' meeting held on May 14, 2026, it was tentatively decided to make the following changes in the positions of the President and Representative Director, as well as other Officers.

These matters will be officially decided at the 130th Ordinary General Meeting of Shareholders to be held on June 25, 2026 and the Board of Directors meeting to be held after the General Meeting.

1. Change of President and Representative Director

(1) Details of the changes

Name	New job title	Current job title
Toshiyasu Saguchi	Representative Director, Chairperson	Representative Director, President and President Corporate Officer
Takahiro Oka	Representative Director, President and President Corporate Officer	Representative Director, and Senior Managing Corporate Officer General Manager, Corporate Strategy Department

(2) Reason for the changes

To further promote the Medium-term Management Plan under the new management structure

(3) Brief personal history of newly appointing President and Representative Director

Please refer to the separate note (*)

2. Change of Officers

(1) Candidate for new Director

Kimiko Funato (part-time and outside director candidate) (attorney, AIMANN AND ASSOCIATES)

(2) Retiring Director

Hiroe Nakai

3. Appointment of Corporate Officer

Date	Name	New position	Current position
June 25	Yuji Hanaoka	Corporate Officer, General Manager, Corporate Strategy Department	Corporate Officer, Assistant to General Manager, Corporate Strategy Department

*Brief personal history of newly appointing President and Representative Director

New job title	Representative Director, President and President Corporate Officer
Name	Takahiro Oka
Birthplace	Tokyo
Date of birth	April 14, 1963
Highest level of education	Graduate of the First Faculty of Letters, Waseda University
Career summary	April 1987 Joined our company April 2017 Corporate Officer, President, Plastic Film Company April 2022 Managing Corporate Officer, General Manager, Corporate Strategy Department June 2024 Director, Managing Corporate Officer, General Manager, Corporate Strategy Department April 2025 Director, Senior Managing Corporate Officer, General Manager, Corporate Strategy Department June 2025 Representative Director, Senior Managing Corporate Officer, General Manager, Corporate Strategy Department June 2025 Member, Nomination/Remuneration Committee
Number of stocks held	14,715 shares