



August 28, 2026

For Immediate Release

Company name: SUMINOE Co., Ltd.
 Representative: Kazuaki Suwa, President
 (Securities Code: 3501, Prime Market, TSE)
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Notice of Personnel Changes

SUMINOE Co., Ltd. (hereinafter, “the Company”) hereby announces that at the Board of Directors meeting held on August 28, 2026, a resolution was made to change in Executive Officers as described below. The Company also announces the following personnel changes effective August 28 and September 1, 2026.

Details

1. Changes in Executive Officers (Effective August 28, 2026)

Name	New Position	Current Position
Teppei Nagata	Chairman Representative Director	President Representative Director
Kazuaki Suwa	President Representative Director	Director, Senior Operating Officer of Automotive Textiles Business Headquarters; President and Representative Director of Suminoe Teijin Techno Co., Ltd.; CEO of Suminoe Textile of America Corporation; CEO of Suminoe Textile de Mexico, S.A. de C.V.; Chairman of SPM Automotive Textile Co., Ltd.; CEO of T.C.H. Suminoe Co., Ltd.; Director of PT. Sinar Suminoe Indonesia
Akihide Mizuno	Director, Senior Operating Officer of Automotive Textiles Business Headquarters; President and Representative Director of Suminoe Teijin Techno Co., Ltd.; CEO of Suminoe Textile of America Corporation; CEO of Suminoe Textile de Mexico, S.A. de C.V.; Chairman of SPM Automotive Textile Co., Ltd.;	Operating Officer, General Manager of CSR Promotion Department; General Manager of Corporate Planning Department, Administration Headquarters

Name	New Position	Current Position
	CEO of T.C.H. Suminoe Co., Ltd.; Director of PT. Sinar Suminoe Indonesia	
Taro Hattori	Senior Operating Officer, COO of Suminoe Textile de Mexico, S.A. de C.V.; CEO of Bondtex Lamination de Mexico, S.A. de C.V.	Operating Officer of Technical Development, Production Headquarters; Representative Director of Suminoe Techno Co., Ltd.
Ken-ichi Ueda	Senior Operating Officer, Executive Manager of Automotive Textiles Sales Management Division, Automotive Textiles Business Headquarters; Director of Suminoe Teijin Techno Co., Ltd.	Operating Officer, Director of Suminoe Teijin Techno Co., Ltd.
Hiroyuki Otani	Senior Operating Officer of Interior Textile Business Headquarters; President and Representative Director of SUMINOE Interior Products Co., Ltd.	General Manager of Internal Auditing Department; General Manager of Corporate Ethics Hotline Office
Kazushi Uraoka	Operating Officer, Division Manager of Interior Trim Material Business Division, Automotive Textiles Business Headquarters	
Hiroaki Ishii	Operating Officer of Technical Development, Production Headquarters; Representative Director of Suminoe Techno Co., Ltd.	Director of Suminoe Techno Co., Ltd.

Name	New Position	Current Position
Tomohiro Yoshizawa	Advisor, President and Representative Director of Marunaka Soei Co., Ltd.	Operating Officer, COO of Suminoe Textile de Mexico, S.A. de C.V.; CEO of Bondtex Lamination de Mexico, S.A. de C.V.
Jun Takashima	Advisor, President and Representative Director of INTEC CO., LTD.	Operating Officer, Executive Manager of Automotive Textiles Sales Management Division, Automotive Textiles Business Headquarters; Director of Suminoe Teijin Techno Co., Ltd.
Hiroshi Matsunami	Advisor, General Manager of R&D Center, Suminoe Teijin Techno Co., Ltd.	Operating Officer, Division Manager of Interior Trim Material Business Division, Automotive Textiles Business Headquarters

2. Personnel changes (Effective August 28, 2026)

Name	New Position	Current Position
Takashi Shirakawa	General Manager of Finance and Accounting Division, Administration Headquarters; General Manager of CSR Promotion	General Manager of Finance and Accounting Division, Administration Headquarters

Name	New Position	Current Position
	Department	
Yasuaki Shuke	General Manager of Internal Auditing Department; General Manager of Corporate Ethics Hotline Office	
Norifumi Takashima	General Manager of Corporate Planning Department, Administration Headquarters	

(Effective September 1, 2026)

Name	New Position	Current Position
Keiichi Maenami	General Manager of Quality Assurance Department	
Kazuhiro Ueda	General Manager of Overseas R&D Department, Interior Trim Material Business Division, Automotive Textiles Business Headquarters	
Kazuto Naruse	Executive Senior Advisor of Suminoe Textile de Mexico, S.A. de C.V.	General Manager of Quality Assurance Department

Reference: Management structure effective from August 28, 2026

(Directors and Audit and Supervisory Board Members)

Name	Positions and Significant Concurrent Positions
Teppei Nagata	Chairman and Representative Director
Kazuaki Suwa	President and Representative Director
Hiroaki Usugi	Managing Director and Representative Director, Senior Operating Officer of Administration Headquarters
Akihide Mizuno	Director, Senior Operating Officer of Automotive Textiles Business Headquarters; President and Representative Director of Suminoe Teijin Techno Co., Ltd.; CEO of Suminoe Textile of America Corporation; CEO of Suminoe Textile de Mexico, S.A. de C.V.; Chairman of SPM Automotive Textile Co., Ltd.; CEO of T.C.H. Suminoe Co., Ltd.; Director of PT. Sinar Suminoe Indonesia
Kohei Nomura	Outside Director, Representative Attorney of Nomura Law Firm; Outside Director of MK System Corporation
Yumiko Oida	Outside Director, Director of BRAIN Co., Ltd.; Outside Director, Audit and Supervisory Committee Member of SHOEI CORPORATION; Outside Director of Nitta Gelatin Inc.
Kyoko Kato	Outside Director, Operating Officer, Deputy General Manager of Merchandising Headquarters, Takashimaya Co., Ltd.
Hidehito Hisakawa	Outside Director, Outside Director, Audit and Supervisory Committee Member of Bando Chemical Industries, Ltd.; Outside Director of Senshu Ikeda Holdings, Inc.; Non-executive Director of The

Name	Positions and Significant Concurrent Positions
	Senshu Ikeda Bank, Ltd.
Hirofumi Kawanishi	Corporate Auditor
Hidesuke Amachi	Outside Corporate Auditor, Director of BWD HOLDINGS, LTD.; Auditor of AR Brown Co., Ltd.
Toshihiko Miyamoto	Outside Corporate Auditor, President and Representative Director of Marubeni Intex Co., Ltd.

* Ms. Kyoko Kato, an Outside Director, is listed under the name she uses in the course of her duties, but her legal name as registered in the family register is Kyoko Nagaoka.

(Operating Officers)

Name	Positions and Significant Concurrent Positions
Taro Hattori	Senior Operating Officer, COO of Suminoe Textile de Mexico, S.A. de C.V.; CEO of Bondtex Lamination de Mexico, S.A. de C.V.
Ken-ichi Ueda	Senior Operating Officer, Executive Manager of Automotive Textiles Sales Management Division, Automotive Textiles Business Headquarters; Director of Suminoe Teijin Techno Co., Ltd.
Hiroyuki Otani	Senior Operating Officer of Interior Textile Business Headquarters; President and Representative Director of SUMINOE Interior Products Co., Ltd.
Masakazu Aoyama	Operating Officer of Traffic Facilities Business Headquarters; President and Representative Director of Seki Textile Co., Ltd.
Kazuma Sasaki	Operating Officer, Director of SUMINOE Interior Products Co., Ltd.
Hiroshi Tamura	Operating Officer of Functional Materials Business Headquarters; Chairman of Suminoe Textile Vietnam Co., Ltd.
Shinsuke Sugie	Operating Officer, Division Manager of Carpet Business Division, Automotive Textiles Business Headquarters
Kazushi Uraoka	Operating Officer, Division Manager of Interior Trim Material Business Division, Automotive Textiles Business Headquarters
Hiroaki Ishii	Operating Officer of Technical Development, Production Headquarters; Representative Director of Suminoe Techno Co., Ltd.