



September 16, 2026

Company Name: KEIWA Incorporated
 Representative: President and Representative Director
 Keiichi Osamura
 (Code Number: 4251; TSE Prime Market)
 Contact: Executive Director
 Division Manager of ESL Office
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Notice Regarding Change (Additional Appointment) of Representative Directors

KEIWA Incorporated (hereinafter referred to as “the Company”) hereby announces that, at a meeting of its Board of Directors held today, the Company has decided to change the Company’s representative directors as described below.

1. Reason for change

The Company has decided to have two Representative Directors in order to further enhance corporate value by further strengthening its management structure and accelerating decision-making.

2. Names and job titles of newly appointed representative director

Name	New job titles	Previous job titles
Junjiro Noguchi	Representative Director, Executive Senior Director, Division Manager, FL Div.	Executive Senior Director, Division Manager, FL Div.

3. Career summary of newly appointed representative director

Name (Date of birth)	Career summary	Number of shares of the Company held
Junjiro Noguchi (September 13, 1972)	January 1995 Joined the Company June 2013 Director March 2018 Executive Director, Division Manager, Purchasing Div. September 2025 Executive Senior Director, Quality Assurance October 2025 Executive Senior Director, Division Manager, FL Div. (current position)	139,328

4. Date of assuming office September 16, 2026.