Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

October 13, 2026

Company name: Shinwa Co., Ltd.
Representative: Yoshiro Takitani, President & CEO
(Securities code: 7607, Prime Market of Tokyo Stock Exchange, Premier Market of Nagoya Stock Exchange)
Inquiries: Tsuyoshi Kawai, General Manager, Corporate Planning Dept.
(Telephone: +81-52-796-2533)

Notice Concerning Changes in Directors and Executive Officers

Shinwa Co., Ltd. (the "Company") hereby announces that it has made a tentative decision on changes in its Directors and Executive Officers at a meeting of the Board of Directors held today, as described below.

The changes in Directors and Executive Officers are planned to be formally decided at the 76th Annual General Meeting of Shareholders and a meeting of the Board of Directors to be held on November 19, 2026.

1. Changes in Directors (effective November 19, 2026)

(1) Candidate for new appointment as Director

Name	New position	Current position
Hideyuki Inaba	Director, Senior Executive Officer General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department	Senior Executive Officer Deputy General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department

(2) Director scheduled to retire

(Current) Director, Senior Executive Officer Kiyoshi Kato (scheduled to assume the position of Senior Executive Officer)

(3) Candidate for new appointment as Director who is an Audit and Supervisory Committee Member

Name	New position	Current position
Yoshinobu Takahashi	Outside Director (Audit and Supervisory Committee Member)	—

*Mr. Yoshinobu Takahashi fulfills the requirements for independent directors as defined by Tokyo Stock Exchange and the standards for independence of the Company, and the Company plans to file him as an independent director with the said exchange.

(4) Director who is an Audit and Supervisory Committee Member scheduled to retire

(Current) Outside Director (Audit and Supervisory Committee Member) Kazuhito Akiba

2. Changes in Executive Officer (effective November 19, 2026)

(1) Executive Officer scheduled to be promoted

Name	New position	Current position
Kiyoshi Nonomura	Senior Executive Officer General Manager, Manufacturing Division	Executive Officer Deputy General Manager, Manufacturing Division

3. List of Directors and Executive Officers (effective November 19, 2026)

(1) Directors

Position	Name	Duties
Chairman	Tetsuo Nemoto	Overall business management
President President & CEO	Yoshiro Takitani	All company integration; In charge of Overseas Business
Director Senior Managing Executive Officer	Shuji Ishikawa	General Manager, Marketing Division; General Manager, Central Region; General Manager, Nagoya Sales Department I
Director Senior Executive Officer	Hiroki Hamada	Head, Strategic Business Development; Head, Strategic Sales Promotion Department; Supervisor, Nagoya Sales Department III
(New appointment) Director Senior Executive Officer	Hideyuki Inaba	General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department
Outside Director	Junichi Kagawa	Independent Officer
Outside Director	Noriko Asai	Independent Officer

(2) Directors who are Audit and Supervisory Committee Members

Position	Name	Responsibilities
Outside Director (Full-time Audit and Supervisory Committee Member)	Morio Matsuura	Audit and Supervisory Committee Chairman Independent Officer
Outside Director (Audit and Supervisory Committee Member)	Masaaki Naito	Independent Officer
Outside Director (Audit and Supervisory Committee Member)	Mika Kimata	Independent Officer

(New appointment) Outside Director (Audit and Supervisory Committee Member)	Yoshinobu Takahashi	Independent Officer

(3) Executive Officers

Position	Name	Duties
(Promotion) Senior Executive Officer	Kiyoshi Nonomura	General Manager, Manufacturing Division
Senior Executive Officer	Kiyoshi Kato	Specially Appointed General Manager (Management Division); General Manager, Information System Department
Senior Executive Officer	Naoki Kawahara	Head, Innovation Technology; Head, Smart Factory Innovation Center
Senior Executive Officer	Kazuo Morimasa	Head, East-Japan Region; Head, Omiya Sales Department
Senior Executive Officer	Tatsuhito Kuno	Head, Manufacturing Promotion; Head, Maintenance Technical Center; Head, MFG Synergy Promotion Department
Executive Officer	Hiroyasu Sugihara	Head, Accounting Department

4. Career Summary

(1) Candidate for new appointment as Director

Name (Date of birth)	Past experience	
Hideyuki Inaba (June 11, 1964)	April 1998	Joined the Company
	September 2010	General Manager of YANTAI SHINWA JOINT TECHNOLOGY Co., Ltd. (secondment)
	March 2022	General Manager, General Affairs Department of the Company
	November 2023	Executive Officer Deputy General Manager, Management Division; General Manager, General Affairs Department; Head, Branch Management Department
	September 2025	Executive Officer Deputy General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department; Head, Branch Management Department
	November 2025	Senior Executive Officer Deputy General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department; Head, Branch Management Department
	October 2026	Senior Executive Officer Deputy General Manager, Management Division; Head, General Affairs & Human Resources; Head, General Affairs Management Department

(2) Candidate for new appointment as Director who is an Audit and Supervisory Committee Member

Name (Date of birth)	Past experience	
Yoshinobu Takahashi (February 10, 1963)	April 1985	Joined The Juroku Bank, Ltd.
	June 2014	Executive Officer General Manager, Human Resources Division
	June 2016	Executive Officer General Manager, Corporate Planning Division
	June 2017	Managing Executive Officer Deputy Chief General Manager, Business Integration Division
	November 2019	President and Representative Director of Juroku Card Co., Ltd.
	June 2022	President and Representative Director of Juroku Research Institute Company Limited
	June 2023	Senior Managing Director of Gifu Association of Corporate Executives (to present)
	June 2024	Director of Gifu Mt. Kinka Ropeway Co., Ltd. (to present)