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May 14, 2025

To whom it may concern

Company name: GUNZE LIMITED
Name of representative: President and Representative Director
Toshiyasu Saguchi
(Securities code: 3002; TSE Prime Market)
Head office location: 2-5 25 Umeda, Kita-ku, Osaka-shi
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Notice Concerning Change of Representative Director and Officers

GUNZE LIMITED (the "Company") hereby announces that, at a meeting of the Board of Directors held on May 14, 2025, it has informally decided to change the Company's representative directors and officers.

This matter will be officially decided at the 129th Ordinary General Meeting of Shareholders to be held on June 25, 2025 and at a meeting of the Board of Directors to be held after the General Meeting.

1. Change of representative directors

(1) Details of change

Name	New job title	Current job title
Takahiro Oka	Representative Director and Senior Managing Director General Manager, Corporate Strategy Department	Directors and Senior Managing Director General Manager, Corporate Strategy Department

(2) Reason for change

To further strengthen the management structure

(3) Career summary of newly appointed representative director

Please refer to the note at the end of this notice.

2. Change of Officers

(1) Candidate for newly appointed director

Shojiro Matsuda (currently, Executive Officer, the Company, President, Gunze Medical Co., Ltd. ,
and President, Medical Division, the Company)

(2) Retiring director

Makoto Kumada (to remain as Managing Director, President, Gunze Development Co., Ltd.)

(3) Candidate for newly appointed Audit & Supervisory Board member

Hiroko Yoshika (Part-time) (Currently, Executive Officer, General Manager, IP & Legal Department)

(4) Retiring Audit & Supervisory Board member

Shinichiro Morita

(5) Scheduled date of change: June 25, 2025

In addition, Atsushi Hirochi, Advisor, is scheduled to be appointed as Counselors.

(Note) Career summary of newly appointed representative director

New job title	Representative Director and Senior Managing Director, General Manager, Corporate Strategy Department
Name	Takahiro Oka
Birthplace:	Tokyo
Date of birth:	April 14, 1963
Academic background:	First Department of Literature, Waseda University
Career summary:	April 1987 Joined the Company April 2017 Executive Officer, President, Plastic Film Company, the Company April 2022 Managing Director, General Manager, Corporate Strategy Department, the Company June 2024 Director and Managing Director, General Manager, Corporate Strategy Department, the Company April 2025 Director and Senior Managing Director, General Manager, Corporate Strategy Department, the Company

Number of shares held: 5,867 shares

Notes: On April 1, 2025, the Company conducted a 2-for-1 stock split of its common stock.

The number of shares held by the Company is the number of shares before the stock split.