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March 25, 2026

Company Name: KEIWA Incorporated
Representative: Representative Director, President
Keiichi Osamura
(Code Number: 4251; TSE Prime Market)
Contact: Executive Director
General Manager, ESL Office
Naoko Kawashima
TEL:+81-3-5643-3783

Notice of Personnel Changes of Directors, Audit & Supervisory Board Members and Executive Officers

KEIWA Incorporated (hereinafter referred to as "the Company") hereby announces that, at a meeting of the Board of Directors held today, the Company has decided the following personnel changes for Directors, Audit & Supervisory Committee Members and Executive Officers.

1. Directors and Audit & Supervisory Committee Members

Changes are underlined.

(1) Board of Directors (Excluding Directors who are Audit & Supervisory Committee Members)

Name	New job titles	Previous job titles
Keiichi Osamura	Representative Director, President	same as on the left
Kazumasa Fujii	Executive Senior Director Division Manager, Production Div.	same as on the left
Junjiro Noguchi	Executive Senior Director Division Manager, FL (Front Loading) Div.	same as on the left
Naoko Kawashima	Executive Director General Manager, ESL (Emergence・Strategy・Logistics) Office	same as on the left
Shunsuke Ota	Executive Director Division Manager, Marketing Div.	same as on the left
Satoshi Ueji	Director and Operating Officer Deputy Division Manager, Marketing Div.	same as on the left
Sadato Nakahara	Director and Operating Officer Division Manager, Logistics Div.	(Newly appointed)
Toshikazu Umemura	Outside Director	same as on the left
Noriko Yoneda	Outside Director	same as on the left
Utako Minamino	Outside Director	same as on the left

(2) Audit & Supervisory Committee Members

Name	New job titles	Previous job titles
Eiichi Aoyama	Director (full-time Audit & Supervisory Committee Member)	same as on the left
Masaji Daiho	Outside Director (Audit & Supervisory Committee Member)	same as on the left
Miai Yamamoto	Outside Director (Audit & Supervisory Committee Member)	same as on the left

(3) Substitute Audit & Supervisory Committee Member

Name	New job titles	Previous job titles
Ling Liu	Substitute Outside Dirctor (Audit & Supervisory Committee Member)	same as on the left

(4) Retired Director

Name	Previous job titles
Yuki Yoshioka	Director and Operating Officer General Manager, Finance Dept., Logistics Div.

2. Executive Officers (Excluding those concurrently serving as Directors)

Changes are underlined.

Name	New position and major responsibilities	Current position
Hitoshi Higaki	Operating Officer General Manager, IR Dept., ESL Office	same as on the left
Nobukazu Murakami	Operating Officer Deputy Division Manager, Production Div., and General Manager, Wakayama Techno Center	same as on the left
Yoshinori Ito	Operating Officer Genera Manager, FL Dept., FL Div.	same as on the left
Takashi Imai	Operating Officer General Manager, Strategy Dept., ESL Office	same as on the left
Yoshio Futonaka	Operating Officer General Manager, Finance Dept., Logistics Div.	(Newly appointed)

Note: Mr.Yoshio Futonaka is scheduled to join the Company on April 1, 2026 and to be appointed as an Oprating Officer effective the same date.