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November 19, 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)
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Notice Concerning the New Management Structure

Shinwa Co., Ltd. (the "Company") hereby announces that it has decided on its new management structure as described below.

This decision was made at the 76th Annual General Meeting of Shareholders and at the subsequent meeting of the Board of Directors held on November 19, 2026.

1. Directors and Executive Officers

Position	Name	Responsibilities
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	
Outside Director	Noriko Asai	

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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
Outside Director (Audit and Supervisory Committee Member)	Masaaki Naito	
Outside Director (Audit and Supervisory Committee Member)	Mika Kimata	
(New appointment) Outside Director (Audit and Supervisory Committee Member)	Yoshinobu Takahashi	

3. Executive Officers

Position	Name	Responsibilities
(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