

Disclaimer: This document is an English translation of the original document in Japanese and has been prepared solely for reference purposes. In the event of any discrepancy between this English translation and the original in Japanese, the original shall prevail in all respects.

March 12, 2026

To whom it may concern

Company name: Shinko Shoji Co., Ltd.
Representative: Tatsuya Ogawa, President and Representative Director
(Code No.: 8141 Tosho (Tokyo Stock Exchange) Prime Market)
Contact: Shuji Isshiki, Director
Phone: +81-3-6361-8111

Notice Regarding Organizational Changes and Personnel Relocation

Pursuant to a resolution of the Board of Directors meeting held today, the Company will implement the following organizational changes and personnel relocation effective April 1, 2026. We hereby notify you accordingly.

1. Organizational Changes

- The Automotive Electronics Sales Department will be newly established.
- In conjunction with the absorption merger of Novalux Japan Co., Ltd., the Embedded Solutions Sales Department will be newly established and the New Business Sales Department will be dissolved.

2. Personnel Relocation

Name	New Title	Previous Title
Takamasa Fujii	Executive Officer; General Manager of West Japan Area Department; General Manager of Electronic Devices Sales Promotion Department	President of NOVALUX (THAILAND) CO., LTD. and SHINKO (PTE) LTD.
Kazuyuki Shimokoshi	Executive Officer; General Manager of Business Strategy Office; General Manager of 3rd Solutions Engineering Department	General Manager of 3rd Solutions Engineering Department
Shingi Komoda	Executive Officer; Overseeing Embedded Solutions Sales Department	President and Representative Director of Novalux Japan Co., Ltd.
Hiroaki Matsuura	General Manager of Sales Support Office	General Manager of Sales Department 2
Keiichi Yanagisawa	General Manager of Sales Department 2	General Manager of Sales Support Office
Kimihiro Takano	General Manager of Automotive Electronics Sales Department	General Manager of West Japan Area Department
Taihei Wako	General Manager of Embedded Solutions Sales Department	Director of Novalux Japan Co., Ltd.

(end of document)