



November 27, 2025

To whom it may concern:

Company: Sumitomo Heavy Industries, Ltd.
Representative: Shinji Shimomura
President and CEO
(Securities code: 6302 TSE Prime)
Inquiries: Yoshitaka Shimamura
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Notice Regarding Transfers of Representative Directors, Executive Officers, Organizational Changes, and Related Matters

Please be notified of the following changes of our representative directors and executive officers resolved at the board meeting held on November 27, 2025. In addition, organizational changes are also planned, as described below.

1. Transfers of Representative Directors

(1) Reasons for transfers

The transfers are in accordance with the decision regarding a new board structure effective January 1, 2026.

(2) Details of the transfers

(Effective January 1, 2026)

New Post(s)	Former Post(s)	Name
Representative Director, Chairman of the Board	Representative Director, President and CEO	Shinji Shimomura
Representative Director, President and CEO	Director, Executive Vice President and CFO	Toshiro Watanabe
Representative Director, Senior Executive Vice President General Manager, Export Administration Department, General Manager, Energy & Lifeline Segment	Director, Executive Vice President General Manager, Power Transmission & Controls Group, Mechatronics Segment	Tatsuro Araki

(3) Profile of the new Representative Directors

Name	Date of Birth	Abbreviated Work History		No. of Shares Held
Toshiro Watanabe	March 27, 1963	April 1986:	Joined the Company.	3,000
		April 2011:	General Manager, Planning and Control Department, Plastics Machinery Division	
		April 2014:	General Manager, Corporate Administration Department, Corporate Finance, Accounting & Administration Group	
		April 2019:	General Manager, Corporate Finance, Accounting & Administration Group	
		April 2020:	Vice President and General Manager, Corporate Finance, Accounting & Administration Group	
		April 2022:	Senior Vice President and General Manager, Corporate Finance, Accounting & Administration Group	
		June 2022:	Director, Senior Vice President and General Manager, Corporate Finance, Accounting & Administration Group	
		January 2024:	Director, Executive Vice President and CFO	

Name	Date of Birth	Abbreviated Work History		No. of Shares Held
Tatsuro Araki	May 25, 1962	April 1986:	Joined the Company.	2,000
		April 2013:	Representative Director, President and CEO, SEISA Gear, Ltd. (currently Sumitomo Heavy Industries Gearbox Co., Ltd.)	
		April 2018:	Vice President and General Manager, Gearbox Business Division, Power Transmission & Controls Group	
		April 2021:	Senior Vice President and General Manager, Production Management Business Division, Power	

		Transmission & Controls Group January 2023: Senior Vice President and General Manager, Power Transmission & Controls Group March 2023: Director, Senior Vice President and General Manager, Power Transmission & Controls Group January 2024: Director, Executive Vice President and General Manager, Power Transmission & Controls Group	
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(4) Scheduled Date of Appointment

January 1, 2026

(5) Retirements of Representative Directors

(Effective December 31, 2025)

New Post(s)	Former Post(s)	Name
Director	Representative Director, Chairman of the Board	Tetsuya Okamura
Director and full-time Advisor Assisting the President and CEO in matters related to the Energy & Lifeline Segment	Representative Director, Executive Vice President, General Manager, Export Administration Department and General Manager, Energy & Lifeline Segment	Eiji Kojima

2. Transfers of Executive Officers and Related Matters

(1) Details of the transfers

(Effective January 1, 2026)

New Post(s)	Former Post(s)	Post(s) Retained	Name
Full-time Advisor, assisting the President and CEO in matters related to the Industrial Machinery Segment	Executive Vice President and General Manager, Industrial Machinery Segment	Director	Kazuo Hiraoka

New Post(s)	Former Post(s)	Post(s) Retained	Name
Full-time Advisor, assisting the President and CEO in all technical matters	Executive Vice President and General Manager, Corporate Technology Management Group	Director	Toshihiko Chijiiwa
General Manager, Semiconductor Business Development Department	General Manager, Mechatronics Segment	Executive Vice President	Taiji Tsuchiya
Executive Vice President	Senior Vice President	General Manager, Ehime Works and General Manager, Logistics & Construction Segment	Haruhiko Tsuzuki
Executive Vice President and General Manager, Corporate Global Strategy Group	Senior Vice President and General Manager, Corporate Planning Group		Masaki Arai
General Manager, Material Solutions SBU, Industrial Machinery Segment		Senior Vice President, Representative Director, President and CEO, Sumitomo Heavy Industries Ion Technology Co., Ltd.	Mitsukuni Tsukihara
Senior Vice President and General Manager, Link- Belt Cranes SBU, Logistics & Construction Segment	Vice President	President and CEO, LBCE Holdings, Inc.	Melvin Porter

New Post(s)	Former Post(s)	Post(s) Retained	Name
Senior Vice President and General Manager, Industrial Machinery Segment	Vice President and General Manager, New Business Exploration Department		Hiroyuki Tominaga
Senior Vice President, General Manager, Mechatronics Segment and General Manager, Advanced Technologies SBU, Mechatronics Segment	Vice President and General Manager, Precision Component Group, Mechatronics Segment		Chie Okamoto
General Manager, Process Plant SBU, Energy & Lifeline Segment		Vice President, Representative Director, President and CEO, Sumitomo Heavy Industries Environment Co., Ltd.	Takanori Nagai
General Manager, Energy & Environment SBU, Energy & Lifeline Segment	General Manager, Energy & Environment Group, Energy & Lifeline Segment	Vice President	Yoichi Kato
General Manager, Construction Equipment SBU, Logistics & Construction Segment		Vice President, Representative Director, President and CEO, Sumitomo Construction Machinery Co., Ltd. Representative Director, President and CEO, Sumitomo Construction Machinery Sales Co., Ltd.	Isamu Mitsunashi
Vice President, CIO and General Manager, Corporate ICT Group			Kazuhiro Harada

New Post(s)	Former Post(s)	Post(s) Retained	Name
Vice President and General Manager, Drive Technologies SBU, Mechatronics Segment	Representative Director, President and CEO, Sumitomo Heavy Industries Gearbox Co., Ltd.		Akihisa Miwa
Vice President and General Manager, Corporate Technology Management Group			Akira Yamamoto
Vice President		General Manager, Corporate Finance, Accounting & Administration Group	Arata Ishimaru
General Manager, Corporate Economic Security Department	General Manager, Geopolitics Intelligence Group, Corporate Economic Security Department		Tsuyoshi Tomikawa
General Manager, Human Resources Group	General Manager, Internal Audit Department		Takeshi Matsuzaki
General Manager, Medical & Quantum Solutions SBU, Industrial Machinery Segment	General Manager, Industrial Equipment Division, Industrial Machinery Segment		Toshikazu Hiasa
General Manager, Metal Processing Solutions SBU, Industrial Machinery Segment	Representative Director, President and CEO, Sumitomo Heavy Industries HIMATEX Co., Ltd.		Takaaki Kido

New Post(s)	Former Post(s)	Post(s) Retained	Name
General Manager, Plastics Solutions SBU, Industrial Machinery Segment	General Manager, Plastics Machinery Division, Industrial Machinery Segment		Hideki Kuroiwa
General Manager, Material Handling Systems SBU, Logistics & Construction Segment		Representative Director, President and CEO, Sumitomo Heavy Industries Material Handling Systems Co., Ltd.	Shinya Saito
General Manager, HSC Cranes SBU, Logistics & Construction Segment		Representative Director, President and CEO, Sumitomo Heavy Industries Construction Cranes Co., Ltd.	Kazuhisa Ishida
General Manager, Marine & Steel Structures SBU, Energy & Lifeline Segment		Representative Director, President and CEO, Sumitomo Heavy Industries Marine & Engineering Co., Ltd.	Koichi Miyajima
Representative Director, President and CEO, Sumitomo Heavy Industries Gearbox Co., Ltd.	General Manager, Business Strategy Planning Division, Power Transmission & Controls Group, Mechatronics Segment		Masaomi Hashimoto

New Post(s)	Former Post(s)	Post(s) Retained	Name
Representative Director, President and CEO, Sumitomo Heavy Industries Process Equipment Co., Ltd.	Director and General Manager, Planning and Management Department, Sumitomo Heavy Industries Process Equipment Co., Ltd.		Takushi Murakami

(Effective in late March 2026)

Candidate for Election as Director: Haruhiko Tsuzuki, (Effective January 1, 2026) Executive Vice President; General Manager, Ehime Works; General Manager, Logistics & Construction Segment

Candidate for Election as Director: Masaki Arai, (Effective January 1, 2026) Executive Vice President; General Manager, Corporate Global Strategy Group

Candidate for Election as Outside Director: Miho Hanafusa

Candidate for Election as Corporate Auditor: Kazunori Jikihara, currently General Manager, Corporate Quality Group

(2) Retirements of Executive Officers

(Effective December 31, 2025)

Executive Officer Scheduled to Retire: Toshiharu Tanaka, currently Executive Vice President; General Manager, Corporate Economic Security Department; General Manager, Globalization Department

Executive Officer Scheduled to Retire: Shigeru Tajima, currently Senior Vice President; Representative Director, President and CEO, Sumitomo Heavy Industries Process Equipment Co., Ltd.

Executive Officer Scheduled to Retire: Kazutoshi Shiraishi, currently Senior Vice President; General Manager, Human Resources Group

(Effective in late March 2026)

Director Scheduled to Retire: Tetsuya Okamura, (Effective January 1, 2026) Director

Director Scheduled to Retire (continuing in the role of full-time Advisor): Eiji Kojima, (Effective January 1, 2026) Director and full-time Advisor

Director Scheduled to Retire (continuing in the role of full-time Advisor): Kazuo Hiraoka, (Effective January 1, 2026) Director and full-time Advisor

Director Scheduled to Retire (continuing in the role of full-time Advisor): Toshihiko Chijiwa, (Effective January 1, 2026) Director and full-time Advisor

Outside Director Scheduled to Retire: Yaeko Hodaka, currently Outside Director
Corporate Auditor Scheduled to Retire: Shoji Uchida, currently Corporate Auditor

3. Organizational Changes (Effective January 1, 2026)

(1) Launch of Strategic Business Units (SBUs)

To strengthen the organizational functions of the Segments(*) established in January 2023 and enhance our competitiveness, we will abolish the division-based structure that has formed the Segments and newly establish Strategic Business Units (SBUs) that drive value creation from a market-oriented perspective as the new constituent organizations of the Segments.

This approach will reinforce synergies among customer bases and technologies, optimize our business portfolio through targeted investments in growth areas, and accelerate our efforts toward future business growth.

(*) Refers to the following Segments

Mechatronics Segment, Industrial Machinery Segment, Logistics & Construction Segment, Energy & Lifeline Segment

<Mechatronics Segment>

1. The Power Transmission & Controls Group, the Precision Component Group, and the Mechatronics Group will be dissolved and replaced with the newly established Drive Technologies SBU and Advanced Technologies SBU

<Industrial Machinery Segment>

1. The Plastics Machinery Division and the Industrial Equipment Division will be dissolved and replaced with the newly established Material Solutions SBU, Medical & Quantum Solutions SBU, Metal Processing Solutions SBU, and Plastics Solutions SBU

<Logistics & Construction Segment>

1. The Material Handling Systems SBU, the HSC Cranes SBU, the Link-Belt Cranes SBU, and the Construction Equipment SBU will be newly established

<Energy & Lifeline Segment>

1. The Energy & Environment Group, the Ship & Marine Division, and the Process Machinery Center will be dissolved and replaced with the newly established Energy & Environment SBU, Process Plant SBU, and Marine & Steel Structures SBU

(2) Organizational changes at the head office

1. The Corporate Planning Group will be restructured into the Corporate Global Strategy Group
 - (a) The Corporate Planning Department will be renamed to the Strategic Planning Department

- (b) The Corporate Communications will absorb the Corporate Identity Promotion Department
 - (c) The Globalization Department and the New Business Exploration Department will be dissolved and merged into the Corporate Global Strategy Group
2. The Semiconductor Business Development Department will be newly established

End