

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

November 27, 2025

To whom it may concern

Company Name: RENAISSANCE INCORPORATED.
 Representative: Misao Mochizuki, Representative Director and President
 (Securities Code: 2378; TSE Prime Market)
 Yoshitsugu Anzawa,
 Contact: Senior Managing Director, Chief Financial Officer,
 General Manager of Management Division
 (Tel: 03-5600-7811)

Notice of Personnel Transfers

Our company announces that the Board of Directors meeting held today appointed new directors and Audit & Supervisory Board Members of Kaede no Kaze Co., Ltd., in accordance with "Notice Concerning Acquisition of Shares of Kaede no Kaze (Transfer to Consolidated Subsidiary)" announced today.

Notice

1. Changes in Directors

| Name | New Position (effective December 1, 2025) | Current Position |
|-------------------|---|---|
| Yoshitsugu Anzawa | Senior Managing Director Chief Financial Officer and General Manager of Management Division Director, Kaede no Kaze Co., Ltd. | Senior Managing Director Chief Financial Officer and General Manager of Management Division |

2. Changes in Executive Officers

| Name | New Position (effective December 1, 2025) | Current Position |
|-----------------|---|--|
| Yukari Suzuki | Managing Executive Officer Department General Manager, Active Aging Department General Manager, Synapsology Research Institute and President and Representative Director Kaede no Kaze Co., Ltd. | Managing Executive Officer Department General Manager, Active Aging Department and General Manager, Synapsology Research Institute |
| Masanori Tanaka | Executive Officer In charge of Integration Promotion, Management Division (Management Section) and Audit & Supervisory Board Member, Kaede no Kaze Co., Ltd. | Executive Officer In charge of Integration Promotion, Management Division (Management Section) |

3. Other Changes

| Name | New Position (effective December 1, 2025) | Current Position |
|-----------------------|---|--|
| Tsuyoshi Hashimoto | Deputy General Manager, Active Aging Department and Director, Kaede no Kaze Co., Ltd. | Deputy General Manager, Active Aging Department |

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