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December 12, 2025

Company name: Nareru Group Inc.
Name of Representative: Ryo Kobayashi, Representative Director
(Securities Code: 9163; Tokyo Stock Exchange)
Inquiries: Yohei Goto, Director
(Telephone: +81-3-6268-9036)

Notice Concerning Changes of Representative Director and other Directors

Nareru Group Inc. (the “Company”) announces that, at a meeting of the Company’s Board of Directors held on December 12, 2025, the Company has decided on the executive personnel matters as follows. The appointment of executives will be finalized following the resolution at the 7th Ordinal General Meeting of Shareholders scheduled for January 29, 2026.

1. Changes of Representative Director

(1) Reason for the changes

The change of the representative director is intended to further promote the sustainable growth of our group and enhance corporate value.

(2) Content of changes (Effective January 29, 2026)

Name	New Title	Current Title
Ryo Kobayashi	Chairman and Director	Representative Director
Naoki Shibata	Representative Director	Senior Managing Director

2. Changes of Directors (Effective January 29, 2026)

(1) Candidates for New Directors

Name	New Title	Current Title
Kosuke Sego	Director	Executive Officer, General Manager of Corporate Planning Office
Noriaki Mitsui	Director	—

(2) Retiring Directors (Effective January 29, 2026)

Name	Current Title
Yohei Goto	Director
Keiko Shimada	Outside Director & Audit and Supervisory Committee Member

3 . Board of Directors Structure After the Ordinary General Meeting of Shareholders Scheduled for January 2026

New Title	Name	As of the date of Meeting
Chairman and Director	Ryo Kobayashi	Representative Director
Representative Director	Naoki Shibata	Senior Managing Director
Director	Kosuke Sego	—
Director	Noriaki Mitsui	—
Outside Director & Audit and Supervisory Committee Member	Yoshiaki Hatori	Outside Director & Audit and Supervisory Committee Member
Outside Director & Audit and Supervisory Committee Member	Takashi Nishimura	Outside Director & Audit and Supervisory Committee Member
Outside Director & Audit and Supervisory Committee Member	Sachie Tamechika	Outside Director & Audit and Supervisory Committee Member

【Attachment】

1 . Candidates for Representative Director

Name Date of Birth	Biography	Number of shares held
Naoki Shibata October 1, 1978	<p>Apr. 2000 Joined Yumeshin Holdings Co., Ltd. (now Open Up Group Inc.)</p> <p>Oct. 2010 Joined HIKARI TSUSIN, INC.</p> <p>May. 2011 Joined World Corporation</p> <p>Dec. 2015 Managing Director of World Corporation</p> <p>Nov. 2019 Director of AP64 (currently the Company)</p> <p>Dec. 2020 Director of ATJC (current position)</p> <p>Apr. 2021 Representative Director of The National Construction Personnel Association, a general incorporated association</p> <p>Oct. 2021 Representative Director of Contraft (current position)</p> <p>Jan. 2022 Senior Managing Director of the Company (current position)</p> <p>Jan. 2022 Senior Managing Director of World Corporation (current position)</p>	121,902

2. Candidates for Directors

Name Date of Birth	Biography		Number of shares held
Kosuke Sego September 28, 1979	Apr. 2003	Joined Tohmatsu Consulting Co., Ltd. (now Deloitte Tohmatsu Consulting LLC)	10,000
	Oct. 2013	Joined NISSIN FOODS HOLDINGS CO., LTD.	
	Mar. 2019	Joined World Corporation	
	May. 2021	Director of The National Construction Personnel Association, a general incorporated association (current position)	
	Aug. 2021	Joined the Company (current position)	
	Oct. 2021	Director of Contraft (current position)	
Noriaki Mitsui October 20, 1970	Dec. 2004	Joined QUO CARD Co., Ltd.	—
	Dec. 2007	Director, General Manager of the Management Division, and Head of the Corporate Planning Office at TASCOSYSTEM CO., LTD.	
	Mar. 2010	Director and General Manager of the Management Division at EMCOM HOLDINGS CO., LTD.	
	Dec. 2012	General Manager of the Management Promotion Division at IREP Co., Ltd. (now Hakuhodo DY ONE Inc.)	
	Sep. 2015	Director and Executive Officer CFO at MEGANE SUPER Co., LTD.	
	Nov. 2017	Director and Executive Officer CFO at VISIONARYHOLDINGS CO., LTD.	
	Dec. 2023	Executive Manager of Finance and Accounting Headquarters and CFO at Fast Fitness Japan Co., Ltd.	
	Dec. 2025	Executive Officer CFO and General Planning Department Manager at Fast Fitness Japan Co., Ltd.	
	Dec. 2025	Joined the Company	

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