

[For Translation Purposes Only]

December 24, 2025

Company Name: Open House Group Co., Ltd.
Representative: Ryosuke Fukuoka, President and CEO
Securities code: 3288, TSE
Contact: Kotaro Wakatabi, Senior Managing Director and CFO

Notice of Changes in Executive Structure

Open House Group, Ltd. (hereinafter the Company) hereby announce that, based on the resolutions of the 29th Annual General Meeting of Shareholders, Board of Directors meeting held today, we have determined our executives' structure as follows.

1. Executives Structure

Open House Group Co., Ltd. (As of December 24th, 2025)

(1) Directors

Name	Position	Remarks
Ryosuke Fukuoka	President & CEO	Re-appointment
Kazuhiko Kamata	Representative Director, Executive Vice President	Re-appointment
Kotaro Wakatabi	Senior Managing Director, CFO	Re-appointment
Kenta Kikuchi	Director	Re-appointment
Hiroshi Munemasa	Director	Re-appointment
Masaaki Arai	Director, Founder	Re-appointment
Hitoshi Ishimura	Director	Re-appointment *1
Yuko Omae	Director	Re-appointment *1
Maoko Kotani	Director	Re-appointment *1

*1 Directors Hitoshi Ishimura, Yuko Omae, and Maoko Kotani are outside directors as defined in Article 2, Item 15 of the Companies Act.

(2) Audit & Supervisory Board Members

Name	Position	Remarks
Megumi Koyama	Audit & Supervisory Board Member (Full-Time)	
Koichi Matsumoto	Audit & Supervisory Board Member	*2
Shoko Sasaki	Audit & Supervisory Board Member	*2

*2 Koichi Matsumoto and Seiko Sasaki are Outside Audit & Supervisory Board Members, as defined in Article 2, Item 16 of the Companies Act.