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February 26, 2026

To whom it may concern,

Located 1-8-10 Harumi, Chuo-ku, Tokyo
Company name: Members Co., Ltd.
Representative: Akihiko Takano,
Representative Director and President
(TSE Prime Market Code No.2130)
Contact: Shinya Yonezawa,
Executive Officer and General Manager
of Business Platform Department
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Notice Concerning Change in Representative Director

Members Co., Ltd. hereby announces that its Board of Directors, at a meeting held on February 26, 2026, resolved to change the Representative Director as described below.

1. Details of the Change

Name	New Title	Current Title
Tadashi Kenmochi	Director*	Chairman and Representative Director

(Note) Concurrently serves as a member of the Voluntary Nomination and Remuneration Committee.

2. Scheduled Date of the Change

April 1, 2026

3. Reason for the Change

We are systematically executing a succession plan (hereinafter the "Plan") aimed at the smooth succession of management, based on our "Keep Young" policy of maintaining a youthful management structure that can continue to manage the company quickly and proactively in a volatile business environment. Since April 2023, we have enhanced our management structure through a dual-representative system (Tadashi Kenmochi as Chairman and Akihiko Takano as President). As a result of promoting key strategies based on the "Mid-term Growth Strategy," we have achieved a certain level of success in business recovery. Consequently, we have decided to transition to a single-representative director system as the next phase of the Plan.

Furthermore, Tadashi Kenmochi, the current Chairman and Representative Director, will continue to provide full support to the new management structure as a Director (non-executive) and a major shareholder even after retiring from his current position. We will continue to strive for the sustainable development of our company, aiming to achieve strong growth that creates lasting value for our client companies and society, and to meet the expectations of all our stakeholders.

Regarding this change, the voluntary Nomination and Remuneration Committee has deliberated and provided its opinions from the perspective of our sustainable enhancement of corporate value.