



November 11, 2025

Company name: PAL GROUP Holdings CO., LTD.
Name of representative: Hirofumi Kojima
Representative Director, President
(Securities code: 2726; TSE Prime Market)
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Notice regarding the resignation of the representative

At the Board of Directors meeting held today, the following decision was made in response to a proposal from Isamu Matsuo, Chairman and Representative Director of the Company:

Note

1. Change of Representative (November 11 , 2025 , immediate effect)

New position (responsibility)	full name	Current position
- (resignation)	Isamu Matsuo	Chairman and Representative Director

2. Reason for resignation

Recently, he has requested to step down from his position as Representative Director and Chairman due to poor health.

The decision was approved at the Board of Directors meeting held today.

3. Future plans

Regarding the change in our representative, we will be working to create a new structure by having the Nomination and Remuneration Committee. We have made this decision after taking into consideration the consultation and are now reporting it to you today.

EOD