



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 change of representative

We would like to announce that at the Board of Directors meeting held today, the following changes to our representative have been decided.

1. Reason for the change

As our Chairman and Representative Director, Isamu Matsuo, has resigned due to poor health, we have implemented a new management structure to strengthen and enhance our management structure, aiming for the sustainable development of our group and further improvement of our corporate value.

2. Details of the change (November 11 , 2025 , immediate effect)

New position	Full name	Current position
Representative Director, Chairman and President	Hirofumi Kojima	Representative Director, President

3. Biography of the new Chairman and Representative Director

Name : Hirofumi Kojima
Date of birth : November 30 , 1960
Brief biography : Joined the company in March 1983
May 2019 : Senior Managing Director and Deputy General Manager of Sales Division
May 2024 : Executive Vice President of the Company
General Manager of Administration Division and General Manager of Group Business
Promotion Division
March 2025 : Representative Director and President of the Company (current position)
Number of shares held : 241,344 shares

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