

January 13, 2026

Company name:	PAL GROUP Holdings CO., LTD.
Name of representative :	Hirofumi Kojima
	Representative Director, Chairman
	(Securities code: 2726; TSE Prime Market)
Inquiries:	Hiromitsu Shimao
	Director and Senior Managing Executive
	Officer, Head of Management Headquarters
Telephone:	+81-6-6227-0308

Notice regarding changes in directors and auditors

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

The new directors and auditors will be officially appointed upon resolution at the 54th Ordinary General Meeting of Shareholders, scheduled to be held on May 27, 2026.

Details

1. Changes in Directors (Scheduled : March 1, 2026)

New job	full name	Current position
Senior Managing Director	Ryuta Inoue	Director

2. Retirement of Director (Scheduled Retirement Date : May 27, 2026)

New job	full name	Current position
—	Kensaku Teranishi	Outside Director

3. New Director Candidates (Scheduled transfer dates: Miss Inoue : March 1, 2026

Ms. Nakazawa : May 27, 2026)

New job	full name	Current position
Director and Executive Officer (Head of Corporate Planning Office)	Miss Manaka Inoue	Executive Officer (Head of Corporate Planning Office)
Outside Director	Ms.Mikiko Nakazawa	Auditor

4. New Auditor Candidate (Scheduled : May 27 , 2026)

New job	full name	Current position
Auditor	Ms.Chiharu Odagiri (*1)	—

Brief biography of the new Auditor candidate above (*1)

Date of Birth : April 28, 1972

Biography

October 2000 : Joined Asahi Audit Corporation (now Azusa Audit Corporation),

Certified Public Accountant

July 2019 : Retired from the same firm

August 2019 : Full-time Auditor at Tangoya Co., Ltd. (currently Global Style Co., Ltd.)

July 2022 : Outside Auditor of BABYJOB Co., Ltd. (currently a full-time director and audit committee member)

July 2022 : Outside Director of Synapse Innovation Co., Ltd.

June 2025 : Outside Director and Audit Committee Member of Keihanshin Building Co., Ltd.

EOD