



[For Translation Purposes Only]

May 15, 2026

Company Name: Open House Group Co.,Ltd.
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Securities code: 3288, TSE
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Notice Regarding Issuance of Stock Options (Stock Acquisition Rights)

Open House Group Co., Ltd. (hereinafter the "Company") has resolved at the Board of Directors meeting held on May 15, 2026, to issue stock acquisition rights as stock options to employees of the Company, as well as directors, executive officers and employees of wholly-owned subsidiaries of the Company, as detailed below.

1. Reason for Issuance of Stock Acquisition Rights as Stock Options

The purpose is to increase motivation towards improving the consolidated performance of the Group and to share awareness aimed at enhancing share value. Therefore, stock acquisition rights as stock options will be issued to employees of the Company, as well as directors, executive officers and employees of wholly-owned subsidiaries of the Company.

2. Details of Issuance of Stock Acquisition Rights

(1) Name of the Stock Acquisition Rights

Open House Group Co., Ltd. 15th Stock Acquisition Rights

(2) Total Number of Stock Acquisition Rights

1,072 units.

The total number above is the scheduled number for the allotment, and the stock acquisition rights will be allocated under the condition that the allottees apply for their respective allocated number of rights as resolved by the Board of Directors. However, if the number of applications does not reach the planned allocation, the number of allocations will be set to the actual allocation number of applications.

(3) Persons Entitled to Allotment of Stock Acquisition Rights and Number Thereof; Number of Stock Acquisition Rights to be Allotted

Company employees	52 persons	174 units
Directors of wholly-owned subsidiaries	6 persons	24 units
Executive officers of wholly-owned subsidiaries	16 persons	56 units
Employees of wholly-owned subsidiaries	288 persons	818 units

(4) Class and Number of Shares Underlying Stock Acquisition Rights

The class of shares underlying the stock acquisition rights shall be common shares, and the number of shares that are the object of each stock acquisition right (hereinafter referred to as the "Number of Shares Granted") shall be 100 shares. The Company's common shares are fully voting shares, with no limitations on their rights, and they represent standard shares of the Company. The unit share number is 100 shares.

However, after the date on which stock acquisition rights are allotted (hereinafter referred to as the "Allotment Date"), if the Company effects a stock split (including gratis allotment of common shares of the Company; hereinafter the same shall apply to the description of the stock split), or reverse stock split with respect to common shares of the Company. The number of granted shares shall be adjusted according to the following formula, and any fractions less than one share resulting from the adjustment shall be rounded down.

$$\begin{array}{l} \text{Number of Shares Granted} \\ \text{after adjustment} \end{array} = \begin{array}{l} \text{Number of Shares Granted} \\ \text{before adjustment} \end{array} \times \begin{array}{l} \text{Ratio of share split or} \\ \text{share consolidation} \end{array}$$

In addition to the above, if an unavoidable reason necessitates adjusting the number of shares granted, the Company's Board of Directors may adjust the number of shares granted within a reasonable range. Furthermore, any fraction less than one share resulting from the above adjustment shall be rounded down.

(5) Date of Allotment of Stock Acquisition Rights

June 5, 2026

(6) Method of Calculation for Amount to be Paid Upon Allocation of Stock Acquisition Rights

The payment shall be calculated by multiplying the fair value per share of the stock options, as determined by using the Black-Scholes model on the allotment date of the stock acquisition rights, by the number of shares granted. This payment amount represents the fair value of the stock acquisition rights and does not constitute a favorable issuance.

Furthermore, those who have been allotted stock acquisition rights based on their position as employees of the Company shall offset their salary claims against the Company in lieu of cash payment. Those who have been allotted these stock acquisition rights based on their position as directors, executive officers, or employees of the Company's subsidiaries shall offset their compensation claims or salary claims that they have acquired against the Company as a result of the Company assuming the obligation to pay compensation or salary from said subsidiary, in lieu of cash payment.

(7) Value of Assets to be Contributed Upon Exercise of Stock Acquisition Rights

The value of assets contributed upon the exercise of each stock acquisition right is determined by multiplying the number of granted shares by the amount of payment per share (hereinafter referred to as the "exercise price") as determined below.

The exercise price is determined by multiplying the average closing price of the Company's common shares on the Tokyo Stock Exchange on each day (excluding days when no transactions are made) of the month preceding the month of the allotment date of the stock acquisition rights by 1.05, and any fraction less than one yen is rounded up. However, if this amount is less than the closing price on the allotment date (or the most recent closing price prior to the allotment date if there is no closing price on the allotment date itself), the closing price on the allotment date will be used.

In addition, after the allotment date of the stock acquisition rights, if a stock split or consolidation is carried out for the Company's common shares, the exercise price will be adjusted according to the following formula, and any fraction less than one yen resulting from the adjustment will be rounded up.

$$\text{Post-adjustment Exercise Price} = \text{Pre-adjustment Exercise Price} \times \frac{1}{\text{Ratio of share split or share consolidation}}$$

Furthermore, after the allotment date of the stock acquisition rights, if the Company issues new shares or disposes of treasury shares at a price below market value for the Company's common shares (excluding the issuance of new shares based on the exercise of the Stock Acquisition Rights and the disposal and transfer of treasury shares by stock exchange), the exercise price will be adjusted according to the following formula. Any fraction less than one yen resulting from the adjustment will be rounded up.

$$\text{Post-adjustment Exercise Price} = \text{Pre-adjustment Exercise Price} \times \frac{\text{Number of issued shares} + \frac{\text{Number of newly issued shares} \times \text{Payment amount per share}}{\text{Market value per share}}}{\text{Number of issued shares} + \text{Number of newly issued shares}}$$

In the above formula, the "number of issued shares" refers to the number obtained by deducting the number of treasury shares related to the Company's common shares from the total number of the Company's issued common shares. In the case of disposing of treasury shares, the "number of newly issued shares" should be read as the "number of shares disposed of", and the "payment amount per share" should be read as the "disposal amount per share". Furthermore, after the allotment date of the stock acquisition rights, if the Company merges, splits, or requires

adjustment of the exercise price in cases similar to these, the exercise price will be adjusted as necessary and reasonable.

(8) Exercise Period of Stock Acquisition Rights

This will be from June 6, 2028, to May 15, 2036.

(9) Conditions for Exercise of Stock Acquisition Rights

1. The stock acquisition rights holder is required to be an officer or employee of the Company or its subsidiaries, or in an equivalent position, at the time of exercising the stock acquisition rights. However, this does not apply if the individual has retired due to the expiration of their term of office or mandatory retirement, or if the Board of Directors recognizes that there is a legitimate reason.
2. In the event of the death of a stock acquisition rights holder, the heir may inherit the stock acquisition rights. However, in such a case, the heir may exercise the stock acquisition rights only within six months from the date of the stock acquisition rights holder's death.

(10) Matters Related to the Increase in Capital and Capital Reserves Upon the Exercise of the Stock Acquisition Rights

- a. The amount of capital increase when issuing shares through the exercise of stock acquisition rights shall be half of the limit of capital increase calculated in accordance with Article 17, Paragraph 1 of the Company Accounting Rules, and fractions less than one yen resulting from the calculation shall be rounded up.
- b. The amount of capital reserve to be increased in cases where shares are issued as a result of the exercise of Share Options shall be the amount obtained by subtracting the amount of capital increase specified in (a) from the capital increase limit amount stated in (a).

(11) Conditions for Acquisition of Stock Acquisition Rights

In case that a resolution for the approval of any of the proposals (a) to (e) below are adopted at the General Meeting of Shareholders of the Company (or at a meeting of the Board of Directors, if resolution at a General Meeting of Shareholders is not required), stock acquisition rights may be acquired free of charge on a date separately determined by the Board of Directors.

- a. Proposal for approval of a merger agreement under which the Company shall be a dissolving company.
- b. Proposal for approval of a demerger agreement or demerger plan under which the Company shall be a split company.
- c. Proposal for approval of a share exchange agreement or share transfer plan under which the Company shall be a wholly-owned subsidiary.
- d. Proposal for approval of an amendment to the Articles of Incorporation to establish a provision to the effect that the acquisition of all shares issued by the Company by transfer

shall require the approval of the Company.

- e. Proposal for approval of an amendment to the Articles of Incorporation to establish provisions to the effect that the contents of the class of shares underlying the stock acquisition rights shall require the approval of the Company for the acquisition of such class of shares by transfer, or that the Company may acquire all of the shares of such class by a resolution of a general meeting of shareholders.

In addition, if the holder no longer satisfies the conditions for exercising stock acquisition rights pursuant to the provisions of (9), the Company can acquire the stock acquisition rights free of charge on a date separately determined by the Board of Directors of the Company.

(12) Matters Concerning the Treatment of Stock Acquisition Rights in the Event of Organizational Restructuring

In the event that the Company undergoes a merger (limited to cases where the Company is to be dissolved as a result of a merger), an absorption-type demerger or an incorporation-type demerger (limited to cases where the Company is to be the split company), or a share exchange or a share transfer (limited to cases where the Company is to be a wholly-owned subsidiary) (collectively, hereinafter referred to as the "Organizational Restructuring"), the Company shall deliver stock acquisition rights of the stock company listed in Article 236, Paragraph 1, Item 8, (a) through (e) of the Companies Act (hereinafter referred to as the "Reorganized Company") to each holder of the stock acquisition rights remaining immediately before the effective date of the Organizational Restructuring (hereinafter referred to as the "Remaining Stock Acquisition Rights"). However, the foregoing shall apply only to cases where the relevant absorption-type merger agreement, incorporation-type merger agreement, absorption-type demerger agreement, incorporation-type demerger plan, share exchange agreement, or share transfer plan stipulates that stock acquisition rights of the Reorganized Company will be delivered in accordance with the following items.

- a. Number of stock acquisition rights of the Reorganized Company to be delivered
The number that equals the remaining stock acquisition rights held by the holders shall be delivered, respectively.
- b. Class of shares of the Reorganized Company underlying the stock acquisition rights
Common shares of the Reorganized Company.
- c. Number of shares of the Reorganized Company underlying the stock acquisition rights
To be determined in accordance with (4) above, taking into consideration the terms, conditions, etc. of the reorganization.
- d. Value of assets to be invested upon exercise of stock acquisition rights
The value of the assets to be contributed upon the exercise of each stock acquisition right to be delivered shall be the amount obtained by multiplying the number of shares of the reorganized company, which are the subject of the stock acquisition rights determined in

accordance with (c) above. The adjusted exercise price after the reorganization, considering the conditions of the organizational restructuring in the above item (7).

e. Exercise period of stock acquisition rights

The exercise period shall be from the later of the commencement date of the exercise period of the stock acquisition rights set forth in (8) above or the effective date of the Organizational Restructuring, until the expiration date of the exercise period of the stock acquisition rights set forth in (8) above.

f. Matters concerning increase in capital and capital reserves in the event of issuance of shares upon the exercise of stock acquisition rights

To be determined in accordance with (10) above.

g. Restriction on acquisition of stock acquisition rights by transfer

Acquisition of stock acquisition rights by transfer shall require the approval of the Reorganized Company.

h. Conditions for exercise of stock acquisition rights

To be determined in accordance with (9) above.

i. Provisions on acquisition of stock acquisition rights

To be determined in accordance with (11) above.

(13) Matters Concerning the Transfer of Stock Acquisition Rights

The acquisition of stock acquisition rights by transfer shall require the approval of the Board of Directors of the Company by a resolution.

(14) Issuance of Stock Acquisition Rights Certificates

The Company will not issue any stock acquisition rights certificates.

End