



[Translation for Reference Purpose Only]

July 6, 2026

Company Name: Open House Group Co., Ltd.  
Representative: Ryosuke Fukuoka, President and CEO  
Securities code: 3288, TSE  
Contact: Kotaro Wakatabi, Senior Managing Director and CFO

### **Notice Regarding an Increase in the Company Matching Rate for the Employee Stock Ownership Association**

Open House Group Co., Ltd. (the "Company") hereby announces that it has decided to increase the Company's matching rate and the maximum contribution amounts by employees for the Open House Employee Stock Ownership Association (hereinafter the "Employee Stock Ownership Association"), as described below.

#### 1. Purpose

The Company has revised the system of the Employee Stock Ownership Association as part of expanding employee welfare benefits and investment in human capital. The Company believes that employees' pursuit of medium- to long-term wealth building through the continuous ownership of Company shares directly fosters a management perspective and enhances their engagement. Furthermore, the Company aims to closely align employees' perspective with that of shareholders, encouraging employees to focus on enhancing corporate value through their daily operations.

#### 2. Overview of Revision (Effective from July 2026 payroll)

The Company will increase the Company's matching rate and the maximum contribution amounts by employees for the Employee Stock Ownership Association as follows.

	After Revision (Effective from July 2026 payroll)	Before Revision
Company Matching Rate	20%	10%
Company Matching Amount	200 yen per 1,000-yen unit	100 yen per 1,000-yen unit
Maximum Monthly Contribution	200,000 yen	100,000 yen
Maximum Bonus Contribution	1,000,000 yen	500,000 yen

End