

November 17, 2025

Company name: CARTA HOLDINGS, Inc.

Name of representative: Shinsuke Usami, President and Representative Director
(Securities code: 3688; TSE Prime Market)

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(URL: <https://cartaholdings.co.jp/en/>)

Notice Regarding New Management Structure, Changes in Representative Directors, and Election of Candidates for Directors and Audit & Supervisory Board Members (Summary)

At a meeting of the Board of Directors held today, November 17, 2025, our company resolved to implement a new management structure, changes in Representative Directors, and the election of six Director candidates and one Audit & Supervisory Board Member candidate, as described below. This matter is scheduled to be formally decided upon approval at the Extraordinary General Meeting of Shareholders to be held on December 11, 2025.

1. New Management Structure (Effective December 11, 2025)

New Title	Name	Status	Area of Responsibility
Representative Director, President, Executive Officer	Hideki Watanabe	New Appointment	Overall Group Management
Representative Director, Vice President, Executive Officer	Manabu Takahashi	New Appointment	Overall Group Management
Director, Executive Officer and CFO	Hidenori Nagaoka		Overall Group Management
Director	Hideki Ishibashi	New Appointment	Overall Group Management
Director	Daisuke Oshidari	New Appointment	Overall Group Management
Director	Shunsuke Ikeda	New Appointment	Overall Group Management
Director, Executive Officer	Yuki Oka	New Appointment	Overall Group Management
Executive Officer	Masashi Nishizono		Business Domains
Executive Officer	Kazuyuki Furuya		Business Domains
Executive Officer	Rika Kajiwara		Group Communications Division, Sustainability Promotion Office
Executive Officer	Satoshi Iwasaki		Finance Division, Corporate

			Division, Internal Audit Office
Executive Officer	Yuji Ogura		HR Division
Executive Officer and CTO	Kenta Suzuki		ICT Division, CTO Office, AI Promotion Office
Audit & Supervisory Board Member	Yoshinari Noguchi		
Audit & Supervisory Board Member	Shohei Matsumura	New Appointment	

2. Changes in Representative Directors

(1) Changes in Representative Directors

Name	New Position	Current Position
Hideki Watanabe	Representative Director, President, Executive Officer	-
Manabu Takahashi	Representative Director, Vice President, Executive Officer	-
Shinsuke Usami	Retirement from Director	Representative Director, President, CEO and Executive Officer

(2) Reason for the Change

As disclosed in the "Notice of Expression of Opinion as to Planned Commencement of Tender Offer by NTT DOCOMO, Inc. for the Company Share Certificates, etc. and Entry into Business and Capital Alliance Agreement (Summary)" dated June 16, 2025, our company concluded a Business and Capital Alliance Agreement (the "Business and Capital Alliance Agreement") with NTT DOCOMO, Inc. (hereafter "NTT DOCOMO") and Dentsu Group Inc. (hereafter "Dentsu Group") on the same date. The Company has reached the conclusion that it is appropriate to renew the management structure, including a change in Representative Directors, to drive the business alliance matters and other various measures set forth in the Business and Capital Alliance Agreement with NTT DOCOMO and Dentsu Group.

(3) Scheduled Date of Change

December 11, 2025

3. Directors and Audit & Supervisory Board Members Scheduled to Retire (to retire at the conclusion of the Extraordinary General Meeting of Shareholders scheduled for December 11, 2025)

Name	Current Position
Shinsuke Usami	Representative Director, President, CEO and Executive Officer
Rika Kajiwara	Director, Executive Officer and CSO *
Makiko Ishiwatari	Director (Part-time, Outside)
Takashi Watanabe	Director (Part-time, Outside)

Tadashi Kitahara	Director (Part-time)
Hideo Hatano	Audit & Supervisory Board Member (Part-time)
Shizuka Sawada	Audit & Supervisory Board Member (Part-time, Outside)

* CSO: Chief Sustainability Officer

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