

Company Name: INTAGE HOLDINGS Inc.
 Name of Representative: Yoshiya Nishi, President and Representative Director
 Securities Code: 4326 (Prime Market of Tokyo Stock Exchange)
 Contact: Toru Takeuchi, Director (Tel: +81-3-5294-7411)

Notice of Changes to Executive Officers of our Company and Directors of its Consolidated Subsidiary

INTAGE HOLDINGS Inc. hereby announces that at a meeting held today, its Board of Directors resolved changes in executive officers on July 1, 2025. Additionally, its consolidated subsidiaries will implement changes in directors. Details are as follows.

1. Changes to Executive Officers (INTAGE HOLDINGS Inc.)

(1) Changes to Executive Officers

The following changes to executive officers will take effect on July 1, 2025.

New title	Name	Former title
Senior Executive Officer	Kazuko Sakai	Executive Officer
-*	Akio Narita	Executive Officer
Executive Officer	Shigeki Akashi	-
Executive Officer	Toru Itami	-
Executive Officer	Nobuaki Sato	-
Executive Officer	Kazuo Shin	-
Executive Officer	Naotake Takahashi	-
Executive Officer	Yoshiko Takayama	-
Executive Officer	Takahiro Nagasaki	-
Executive Officer	Shigeaki Maeda	-
Executive Officer	Tadazumi Matsuura	General Manager of the Corporate Strategy & Planning Division

Notes: The details of the engagement will be disclosed in a subsequent announcement upon

determination.

* Akio Narita will retire as of June 30, 2025.

(2) Reasons to Increase the Number of Executive Officers

We aim to foster new business creation through inter-divisional collaboration and expand our business domains across segments by appointing individuals with specialized knowledge and experience in each business field. Furthermore, we seek to maximize group management by accelerating the group's growth through expedited decision-making in business execution.

Concurrently, we strive to enhance management transparency and strengthen corporate governance through the acquisition and involvement of diverse management talent. We also aim to nurture next-generation leaders and future executives to pursue sustainable growth.

2. Consolidated Subsidiary (INTAGE Inc.)

The following changes to directors will take effect on July 1, 2025.

New title	Name	Former title
Representative Director* ¹	Yoshiya Nishi	-
President and Director	Ayumi Higaki	President and Representative Director
_* ²	Takahiro Nagasaki	Executive Director
Director	Naotake Takahashi	-
Director* ³	Masaru Otakeguchi	-

*¹ Yoshiya Nishi will serve concurrently as President and Representative Director of INTAGE HOLDINGS Inc.

*² Takahiro Nagasaki will retire as of June 30, 2025.

*³ Masaru Otakeguchi will serve concurrently as Director of INTAGE HOLDINGS Inc.

3. Consolidated Subsidiary (INTAGE Healthcare Inc.)

The following changes to directors will take effect on July 1, 2025.

New title	Name	Former title
Director*	Nobuaki Sato	Executive Officer

* Nobuaki Sato will serve concurrently as President and Representative Director of INTAGE Real World Inc.

4. Consolidated Subsidiary (INTAGE TECHNOSPHERE Inc.)

The following changes to directors will take effect on July 1, 2025.

New title	Name	Former title
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Director	Shigeki Akashi	Division Manager of the Enterprise Business Division 2
Director	Takahiro Nagasaki	-

5. Consolidated Subsidiary (KYOWA KIKAKU LTD.)

The following changes to directors will take effect on July 1, 2025.

New title	Name	Former title
Director	Naotake Takahashi	President and Representative Director
President and Representative Director*	Keita Murai	-

* Keita Murai will serve concurrently as President and Representative Director of INTAGE Healthcare Inc.

6. Consolidated Subsidiary (INTAGE ASSOCIATES Inc.)

The following changes to directors will take effect on July 1, 2025.

New title	Name	Former title
*1	Akio Narita	President and Representative Director
Representative Director*2	Toru Takeuchi	Director
President and Director	Kazumi Tokue	Executive Officer General Manager of the Accounting Service Division

*1 Akio Narita will retire as of June 30, 2025.

*2 Toru Takeuchi will serve concurrently as Director of INTAGE HOLDINGS Inc.

[Reference] List of Directors and Executive Officers (as of July 1, 2025)

INTAGE HOLDINGS Inc.

President and Representative Director	Yoshiya Nishi
Director	Ayumi Higaki
Director	Masaru Otakeguchi
Director	Toru Takeuchi
Director	Hideki Ishibashi
Outside Director	Atsuhiro Imai
Outside Director	Hiroko Watanabe
Director serving as Audit & Supervisory Committee Member (Full-time Audit & Supervisory Committee Member)	Toshio Odagiri
Director serving as Audit & Supervisory Committee Member	Satoshi Nagai

Outside Director serving as Audit & Supervisory Committee Member	Hajime Nakajima
Outside Director serving as Audit & Supervisory Committee Member	Yuzo Miyama
Outside Director serving as Audit & Supervisory Committee Member	Shizuo Kashima
Senior Executive Officer	Keita Murai
Senior Executive Officer	Kazuko Sakai
Executive Officer	Yohei Matsumura
Executive Officer	Shigeki Akashi
Executive Officer	Toru Itami
Executive Officer	Nobuaki Sato
Executive Officer	Kazuo Shin
Executive Officer	Naotake Takahashi
Executive Officer	Yoshiko Takayama
Executive Officer	Takahiro Nagasaki
Executive Officer	Shigeaki Maeda
Executive Officer	Tadazumi Matsuura

INTAGE Inc.

Representative Director	Yoshiya Nishi
President and Director	Ayumi Higaki
Director	Toru Itami
Director	Yoshiko Takayama
Director	Naotake Takahashi
Director	Yohei Matsumura
Director	Masaru Otakeguchi
Corporate Auditor	Toshio Odagiri

INTAGE Healthcare Inc.

President and Representative Director	Keita Murai
Director	Hiroe Hisano
Director	Shigeaki Maeda
Director	Nobuaki Sato
Director	Kuniyasu Miyamoto
Corporate Auditor	Toshio Odagiri

INTAGE TECHNOSPHERE Inc.

President and Representative Director	Kazuko Sakai
Director	Kazuo Shin
Director	Junichi Moriya
Director	Shigeki Akashi
Director	Takahiro Nagasaki
Corporate Auditor	Toshio Odagiri

KYOWA KIKAKU LTD.

President and Representative Director	Keita Murai
Director	Hiroe Hisano
Director	Motoki Takeuchi
Director	Naotake Takahashi
Corporate Auditor	Nobuyasu Saito

INTAGE ASSOCIATES Inc.

Representative Director	Toru Takeuchi
President and Director	Kazumi Tokue