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May 18, 2026

To Whom It May Concern

Company Name: ZENKOKU HOSHO Co., Ltd.
Representative: Yuichi Aoki, President &
Representative Director
(Code Number: 7164, Prime Market of
the Tokyo Stock Exchange)
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Manager, Corporate Planning
Division
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Notice Concerning Change of Representative Director and Election of Candidate Directors

ZENKOKU HOSHO Co., Ltd. ("ZENKOKU HOSHO") hereby announces that, at a meeting of the Board of Directors held on May 18, 2026, it informally decided to make a change to one of its Representative Directors. At the same meeting, the candidates for Directors to be submitted at the 46th Annual General Meeting of Shareholders scheduled to be held in June 2026 were also decided. Details on both of these matters are presented below. Furthermore, both of these matters will be formally decided on at the Annual General Meeting of Shareholders scheduled to be held in June 2026 and at the subsequent meeting of the Board of Directors.

1. Change of Representative Director

(1) Reason for Change

Due to changes in management structure

(2) Details of Change

Name	New role	Current role
Eiji Ishikawa	(Retirement)	Chairman & Representative Director
Takashi Yamaguchi	Senior Managing Representative Director	Senior Managing Director

(3) Date of Change

June 19, 2026

(4) Past Experience of Newly Elected Representative Director

Name (Date of birth)	Past experience	Number of shares of the Company held	
Takashi Yamaguchi (January 3, 1970)	Nov. 1995	Joined the Company	56,467
	Apr. 2002	General Manager, Nagoya Branch	
	Jun. 2006	Executive Officer and General Manager, Nagoya Branch	
	Apr. 2007	Executive Officer and General Manager, Head Office	
	Feb. 2009	Executive Officer and General Manager, Corporate Planning Division	
	Apr. 2010	Audit & Supervisory Board Member, Zenkoku Business Partner, K.K.	
	Jun. 2011	Director and General Manager, Operations Headquarters, the Company	
	Jun. 2016	Managing Director and General Manager, Operations Headquarters	
	Jun. 2018	Senior Managing Director and General Manager, Operations Headquarters	
	Dec. 2018	President & Representative Director, Yutori Servicer Co., Ltd. (currently AKEBONO Servicer Co., Ltd.) (current position)	
	Jun. 2020	President & Representative Director, Zenkoku Business Partner, K.K.	
Jul. 2023	Senior Managing Director, the Company (current position)		

2. Candidate Directors

(1) Candidate Directors

Name	New election/Reelection	Current position
Yuichi Aoki	Reelection	President & Representative Director
Takashi Yamaguchi	Reelection	Senior Managing Director
Keiichi Asada	Reelection	Director
Noriyoshi Yoneta	Reelection	Director
Ko Mizuguchi	Reelection	Director
Masahito Kamijo*	Reelection	Outside Director
Yoshiro Nagashima*	Reelection	Outside Director
Tomoe Imado*	Reelection	Outside Director
Maki Imura*	New election	—

Note: Mr. Masahito Kamijo, Mr. Yoshiro Nagashima, Ms. Tomoe Imado, and Ms. Maki Imura are candidates for Outside Director in accordance with the provisions of the Companies Act.

(2) Retiring Director

Name	Current position
Eiji Ishikawa	Chairman & Representative Director

(3) Past Experience of Candidate for New Director

Name (Date of birth)	Past experience	Number of shares of the Company held
Maki Imura (February 20, 1960)	Jul. 1985 Joined Grey Daiko Advertising Inc. (currently Grey WorldWide)	—
	Apr. 1989 Joined Dentsu Burson-Marsteller (currently Burson Cohn & Wolfe Japan)	
	Jul. 1998 General Manager of Global Account Department, Dentsu Public Relations Inc. (currently Dentsu PR Consulting Inc.)	
	May 2004 Senior Vice President and Head of Corporate Communications, Visa Worldwide Co., Ltd. (currently Visa Worldwide Japan Co., Ltd.)	
	Oct. 2009 Director, Senior Vice President and Head of Corporate Communications, NIHON L'ORÉAL K.K.	
	Jun. 2019 Outside Director (Audit and Supervisory Committee Member) of Tanabe Consulting Group Co., Ltd. (current position)	
	Jun. 2021 Outside Director (Audit and Supervisory Committee Member) of Fast Fitness Japan, Inc. Auditor of AFJ Project, Inc.	