



March 31, 2025

To All Concerned Parties

Company Name: Open House Group Co., Ltd.
 Address: 7-2, Marunouchi 2-chome, Chiyoda-ku, Tokyo
 Representative: President and Representative Director:
 Masaaki Arai
 (Code Number: 3288 Prime Market of Tokyo Stock Exchange)
 Contact: Senior Managing Director, CFO
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Notice Regarding Change of Representative Directors of the Company and Executive Officers of the Company and its Subsidiaries

Open House Group Co., Ltd. (the “Company”) hereby announces that the Board of Directors meeting held today resolved the following changes to representative directors and executive officers. We would also like to inform you of the following personnel changes at our subsidiaries.

1. Reason for Change of Representative Directors and Management Structure

The Company is changing its management structure with the aim of achieving sustainable growth for the Company Group.

Effective April 1, 2025, Mr. Kazuhiko Kamata, Executive Vice President and Director, and Mr. Ryosuke Fukuoka, Senior Managing Executive Officer and Director, will be granted Company representative rights, and effective October 1, 2025, Mr. Ryosuke Fukuoka will change to President and Representative Director and Mr. Masaaki Arai will change to Founder and Director.

2. Details of Changes to Representative Directors of the Company

Effective April 1, 2025

Name	New Position	Current Position
Kazuhiko Kamata	Representative Director, Executive Vice President	Executive Vice President
Ryosuke Fukuoka	Representative Director, Senior Managing Executive Officer	Director, Senior Managing Executive Officer

Effective October 1, 2025

Name	New Position	Current Position
Ryosuke Fukuoka	President & CEO	Representative Director, Senior Managing Executive Officer
Masaaki Arai	Director, Founder	President & CEO

(Note) “Current Position” of Ryosuke Fukuoka describes the position to be held after the change to be effected on April 1, 2025.

3. Career Summary of New Representative Directors

- (1) Kazuhiko Kamata (Academic Background: Graduated from the Faculty of Letters, Keio University, March 1988)

Date of Birth	Career Summary	Number of Company's Shares Held
November 8, 1965	<p>April 1988 Joined Recruit Cosmos Co., Ltd. (currently, Cosmos Initia Co., Ltd.)</p> <p>June 1989 Co-founder and Director of Intelligence, Ltd. (currently, PERSOL CAREER CO., LTD.)</p> <p>April 1999 Representative Director of Intelligence, Ltd. (currently, PERSOL CAREER CO., LTD.)</p> <p>May 2008 Chairperson of Japan Staffing Services Association</p> <p>December 2008 Advisor of Intelligence, Ltd. (currently, PERSOL CAREER CO., LTD.)</p> <p>January 2009 Director of Art Craft Science KK</p> <p>April 2009 Chairperson and Representative Director of Art Craft Science KK</p> <p>June 2009 Outside Director of Payroll Inc.</p> <p>August 2009 Outside Director of I am Inc. (currently, Interworks, Inc.)</p> <p>March 2014 Outside Director of Fullcast Holdings Co., Ltd.</p> <p>September 2015 Outside Director of Trust Tech Inc.</p> <p>December 2015 Director, Executive Vice President of the Company (current position)</p> <p>December 2016 Director of Open House Architect Co., Ltd. (current position)</p> <p>May 2018 Outside Director of PR TIMES Inc.</p> <p>November 2021 Representative Director of Open House Preparation Co., Ltd. (currently, Open House Co., Ltd.) (current position)</p> <p>December 2021 Director of Open House Real Estate Co., Ltd. (current position)</p>	127,300 shares

(2) Ryosuke Fukuoka (Academic Background: Graduated from the School of Commerce, Waseda University, in March 2002)

Date of Birth	Career Summary	Number of Company's Shares Held
May 22, 1978	<p>April 2002 Joined the Company</p> <p>December 2002 Joined Souken Build Co., Ltd (currently, Open House Development Co., Ltd.)</p> <p>December 2006 Representative Director of Open House Development Co., Ltd. (current position)</p> <p>December 2010 Director of the Company</p> <p>April 2016 Representative Director of OH Real Estate Management Co., Ltd. (currently, Open House Real Estate Co., Ltd.) (current position)</p> <p>January 2018 Director, Business Manager of Open House Architect Co., Ltd.</p> <p>April 2018 Director, Managing Executive Officer of the Company</p> <p>December 2021 Director, Senior Managing Executive Officer of the Company (current position)</p>	878,300 shares

(Note) The Number of Company's Shares Held is as of the end of the previous fiscal year (ended on September 30, 2024).

4. Comments from Board Members

(1) Comments from Mr. Masaaki Arai, President and Representative Director

Founded in 1997, the Company has expanded its group business domain through aggressive M&A in real estate-related fields. In 2013, we were listed on the First Section of the Tokyo Stock Exchange (currently the Prime Market) and since then we have continued to increase revenues and profits, achieving sales of over 1 trillion yen in the fiscal year ending September 30, 2023. We are proud to say that we have grown to become one of leading comprehensive real estate groups in Japan.

Over this time, while delegating authority as appropriate, I have been developing the next generation of our management and in order for the group to further progress, I believe it necessary for management executives other than myself to be able to assume a level of leadership one or two ranks higher. Therefore, while I still retain sufficient energy and strength, I am delegating more authority to the current management team for existing business and will concentrate on supporting the management team and training the next generation of leaders, while at the same time focusing on developing new management strategies and plans for growth. It is for these reasons that I have decided to step down from the position of President and Representative Director at this time, when the improvement of our business performance has become clear, in order to establish the new management team structure from the beginning of our next phase.

As the founder and director, and the largest shareholder, I will continue to be involved in the management of the Company and will provide full support to the management team, including Ryosuke Fukuoka, who will succeed me as President and Representative Director, and will continue to participate in important management decisions for the future sustainable growth of the group. I would like to take this opportunity to ask all of our stakeholders for their continued support of the Company.

(2) Comments from Ryosuke Fukuoka, new Representative Director and President

I am honored and at the same time humbled to be appointed to the important positions of Representative Director and Senior Managing Executive Officer as of April 1, 2025, and Representative Director and President as of October 1, 2025.

Since joining the Company as a fresh graduate in 2002, when the Company hired new graduate for the first time in its history, I have accumulated a variety of knowledge in the real estate industry and have experienced the heavy responsibility of serving as a director of the Company and Representative Director of our subsidiaries. It is an invaluable asset to have been trained by the Company founder, President Masaaki Arai, throughout these efforts.

We will continue to strive for sustainable growth, while honestly facing our corporate mission of “thoroughly pursuing the needs of our clients and delivering valuable real estate.” In addition, I am committed to contributing to the further development of the Company business through the united efforts of our employees as well as our senior management, including Executive Vice President Kamata, who has a wealth of management experience.

5. Changes in Executive Officers of the Company

Effective April 1, 2025

Name	New Position	Current Position	Main Roles and Responsibilities
Shintaro Yoshida	Senior Managing Executive Officer	Managing Executive Officer	Head of the Single-Family Home Development Department
Kenta Kikuchi	Senior Managing Executive Officer	Managing Executive Officer	Head of the Construction Department Representative Director of MELDIA CO., LTD.
Rakuto Kuroyanagi	Managing Executive Officer	Executive Officer	Head of Kansai Branch
Masanori Harada	Managing Executive Officer	(New appointment)	Representative Director of PRESSANCE CORPORATION Co., Ltd.

Name	New Position	Current Position	Main Roles and Responsibilities
Kento Oshima	Executive Officer	Senior General Manager	Representative Director of HAWK ONE CORPORATION

6. Changes in Executive Officers of Subsidiaries

Open House Co., Ltd.
Effective April 1, 2025

Name	New Position	Current Position	Main Roles and Responsibilities
Yoshiaki Okano	Executive Officer	Senior General Manager	Head of Nagoya Branch
Naoto Shinomiya	Executive Officer	Senior General Manager	Head of Fukuoka Branch

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