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May 13, 2026

Company name: Mie Kotsu Group Holdings, Inc.
Representative: Kenichi Takeya, President and Representative
Director
(Securities code: 3232, Tokyo Stock Exchange Prime Market and
Nagoya Stock Exchange Premier Market)
Inquiries: Kazuhiro Kasai, General Manager of General
Affairs and Human Resources Group
(Telephone: +81-59-213-0351)

Notice Regarding Change in Officers of the Company

Mie Kotsu Group Holdings, Inc. (the “Company”) hereby announces that a meeting of the Board of Directors held today tentatively decided to implement the following changes in officers following the Ordinary General Meeting of Shareholders scheduled for June 18, 2026.

The appointments will be formally decided at the Ordinary General Meeting of Shareholders of the Company and subsequent meetings of the Audit and Supervisory Committee and the Board of Directors.

1. Changes in Officers of the Company (effective June 18, 2026)

(1) New candidates for Directors (excluding Directors who are Audit and Supervisory Committee Members)

Yurika Kurisu (Current position: Representative Director and President of MIE
KOUNETSU CO., LTD.)

Michiko Nakabayashi (Current position: Professor, Vice President and Assistant General Manager
of Kindai University)

*Ms. Yurika Kurisu and Ms. Michiko Nakabayashi are candidates who meet the requirements for
Outside Directors.

*As we announced on March 24, President and Representative Director Kenichi Takeya will retire
and Director Michiyasu Masuda will assume the position of President and Representative Director.

(2) Retiring Directors

Izumi Takamiya (Current position: Professor Emeritus of Kindai University)

Takashi Ueda (Current position: Outside Director (Audit Committee Member) of San ju
San Financial Group, Inc., President of Mie Prefecture Tomonokai
Foundation)

(3) New candidates for Directors who are Audit and Supervisory Committee Members

Michitaka Beppu	(Current position: Audit & Supervisory Board Member (full-time) of the Company, continues to serve as Audit & Supervisory Board Member of Toba Seaside Hotel Co., Ltd.)
Toyoshi Koichi	(Scheduled to be appointed as Audit & Supervisory Board Member of Sanco Taxi Co., Ltd. [effective same day], Current position: General Manager of Internal Control Office of the Company)
Yoshiyuki Kusui	(Current position: Outside Director of the Company, Attorney-at-law, Tax accountant)
Toshiyuki Yamanaka	(Current position: Outside Audit & Supervisory Board Member of the Company, Certified Public Accountant, Tax accountant)
Hiroyuki Kasamatsu	(Current position: Outside Audit & Supervisory Board Member of the Company, Director and Senior Managing Executive Officer of Kintetsu Group Holdings Co., Ltd., Audit & Supervisory Board Member of Kintetsu Department Store Co., Ltd.)

*Mr. Yoshiyuki Kusui, Mr. Toshiyuki Yamanaka and Mr. Hiroyuki Kasamatsu are candidates who meet the requirements for Outside Directors.

(4) Retiring Audit & Supervisory Board Member

Shinya Nakagawa	(Scheduled to be appointed as Promotional Officer of the Company)
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(5) New candidate for substitute Director who is an Audit and Supervisory Committee Member

Tetsuo Nakamura	(Current position: Audit & Supervisory Board Member of Kintetsu Group Holdings Co., Ltd. and Audit & Supervisory Board Member of Kintetsu Railway Co., Ltd)
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*Mr. Tetsuo Nakamura is a candidate who meets the requirements for an Outside Director.

(6) New candidate for Executive Officer

Kazuhiro Kasai	(Responsible for General Affairs and Human Resources Group (General Affairs, Secretarial Services, and Public Relations) and General Manager of Secretarial Services and Public Relations of the Company, scheduled to be appointed as Director of Mie Kotsu Co., Ltd. [effective same day], Current position: General Manager of General Affairs and Human Resources Group of the Company, General Manager of Department of General Affairs of Mie Kotsu Co., Ltd.)
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(7) Changes in titles and responsibilities

Name	New title	New responsibilities	Current title	Current responsibilities
Tomonori Koizumi	Executive Officer	Responsible for Planning Office, Accounting Group, and <u>Internal Control Office</u> , General Manager of Planning Office (<u>Senior Managing Director of Mie Kotsu Co., Ltd.</u>)	Executive Officer	Responsible for Planning Office, Accounting Group, General Manager of Planning Office (Managing Director of Mie Kotsu Co., Ltd.)
Shigeki Hayashi	Executive Officer	Responsible for Planning Office, General Manager of Planning Office (<u>Director of Sanco Real Estate Co., Ltd.</u>)	Executive Officer	Responsible for Planning Office, General Manager of Planning Office
Kazuhiro Kasai	<u>Executive Officer</u>	<u>Responsible for General Affairs and Human Resources Group (General Affairs, Secretarial Services and Public Relations) and General Manager of General Affairs and Human Resources (Secretarial Services and Public Relations)</u> (<u>Director of Mie Kotsu Co., Ltd.</u>)		(General Manager of General Affairs and Human Resources Group) (General Manager of Department of General Affairs, Mie Kotsu Co., Ltd.)