Just translation

July 31, 2026

Company name	Open Up Group Inc.
Name of Representative	Yutaka Nishida Chairman and President and Representative Director, CEO (Code: 2154 Prime Market of TSE)
Contact	Hiroshi Sato Board Director, CFO
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Notice Concerning Changes in Representative Directors and Change of President

Open Up Group Inc. (the "Company") hereby announces that, at a meeting of the Board of Directors held today, it resolved to make the following changes in its Representative Directors and President. The changes in Representative Directors, the changes in Representative Directors are subject to the approval of the proposal for the election of directors at the 22nd Ordinary General Meeting of Shareholders scheduled on September 25, 2026, and will be officially finalized at a subsequent meeting of the Board of Directors. Furthermore, Ms. Asako Hayata, a candidate for Representative Director, will join the Group as a Special Advisor effective August 1, 2026.

1. Overview of Changes in Representative Directors

(1) Overview

Name	New Title	Current Title
Yutaka Nishida	Representative Director, Chairman	Chairman and President and Representative Director, CEO
Asako Hayata	Representative Director, President	—

(2) Effective Date

September 25, 2026

2. Reasons for the Changes

Guided by the Group's purpose— "Unlocking each individual's potential through happy work"—at the core of its management, the Group has strengthened its human capital foundation, talent development capabilities, customer base, and front-line engagement, thereby advancing the evolution of its "accompanying/side-by-side business model."

Meanwhile, the business environment surrounding human resources services is changing rapidly and drastically, driven by advances in generative AI, growing demand for highly skilled technical talent, and serve labor constraints due to a declining population. To navigate these changes with agility and to achieve the Group's "Vision" target for the fiscal year ending June 30 2028 and to enhance corporate value over the medium to long term, we believe it is essential to holistically upgrade recruitment, development, placement, and retention support— This approach aims to address the societal challenge of technical talent shortages while

simultaneously raising the individual potential and market value of our workforce to balance customer value, profitability, and corporate value. Alongside enhancing the profitability of existing operations, the Group is focused on evolving the accompanying model, maximizing the ROI of human capital investments, strengthening corporate branding to boost recruitment competitiveness and client recognition, and improving operational productivity, while establishing a framework to integrate these initiatives seamlessly.

The Company has determined that Ms. Hayata's leadership track record anchored in a clear management philosophy and a proven focus on connecting human growth to business performance—demonstrates excellence in field-rooted business execution, organizational and talent transformation, human capital initiatives, and business expansion. Furthermore, her ability to connect management vision with organizational/talent transformation and technology implementation and thereby driving front-line behavioral changes, customer value creation, and tangible business outcomes, is highly aligned with the strategic evolution of the Group's accompanying model.

In addition, the Group recognized that drawing on Ms. Hayata's expertise will be crucial to inheriting current management's mid-term strategies-including human capital initiatives, the accompanying model, compensation enhancement, branding reinforcement, and profitability improvements while further defining and accelerating these measures for the next phase of growth. Accordingly, the Company decided to nominate her as a candidate for Director.

To deepen her understanding of the Company's business, organization, talent, customer base, and strategic challenges, and to ensure a smooth transition to the new leadership structure in close coordination with the current management, Ms. Hayata is scheduled to join the Group as a Special Advisor on August 1, 2026.

Note 1: "The Vision targeted by Open Up Group": Stated in the Financial Results Presentation Materials for the Fiscal Year Ended June 30, 2025

https://ssl4.eir-parts.net/doc/2154/ir_material_for_fiscal_ym26/184882/00.pdf

3. Biographical Summary of the Newly Appointed Representative Director, President

Name (Date of Birthday)	Career (Selected)		Number of Shares Owned
Asako Hayata (December 2, 1971)	Apr 1994	Joined Yamaichi Securities Company, Limited	0
	Jan 1996	Joined KYOCERA Communication Systems Co., Ltd.	
	Jan 2013	Joined Microsoft Japan Co., Ltd. (General Manager)	
	Oct 2016	Joined Japan Business Systems, Inc. (Executive Officer)	
	Mar 2018	Accenture Japan Ltd. (Managing Director)	
	Apr 2021	Visiting Researcher, Institute for Transnational Human Resource Management, Waseda University (Current)	

4. Schedule for Assumption of Office

（1） Yutaka Nishida

Representative Director and Chairman　　September 25, 2026 (Scheduled)

（2） Asako Hayata

Special Advisor　　August 1, 2026 (Effective)

Representative Director and President　　September 25, 2026 (Effective)

Ms. Hayata is expected to be appointed as Representative Director and President at a Board of Directors meeting following the conclusion of the Ordinary General Meeting of Shareholders scheduled for September 25, 2026, subject to approval of her election as Director at said General Meeting.