



2025 August 28

Each Rank

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	Company name	IKK Holdings, Inc.
Name of Representative	Chairman and chief Executive Officer	Kaneko Katsushi
		(TSE Prime Code: 2198)
Inquiries	Administrative Department Manager	Nagashima Kazuya
		T E L 050-3539-1122

Notice of Establishment of Subsidiaries, Organizational Changes, and Personnel Changes

We are pleased to announce that the Board of Directors meeting held on August 28, 2025 resolved the establishment of subsidiaries, organizational changes, and personnel changes as described below.

Notation

1. Establishment of Subsidiaries

(1) Purpose of Establishment

We establish subsidiaries and develop our overseas human resources business based on the high level of customer service and hospitality cultivated in the wedding business.

In order to respond to the worsening shortage of domestic human resources and cultivate new growth areas, we will contribute to solving social issues by establishing a system that integrates the processes of recruitment, education, and acceptance support for International human resources, and by improving service quality and business speed.

(2) Outline of the subsidiary to be established

(1)Name	IKK United Link Corporation (tentative name)	
(2)Address	6-5, Katamine 3-chome, Shime-cho, Kasuya-gun, Fukuoka	
(3)Name and title of the representative	Daisuke Nakashima, President and Representative Director	
(4)Business Activities	Overseas Human Resources Business	
(5)Common stock	50 million yen	
(6)Date of establishment	October 1, 2025 (planned)	
(7)Fiscal year end	October 31	
(8)Major shareholders and shareholding ratio	Ikk Holdings, Inc. 93%	
(9)Relationship between a listed company and the company concerned	Capital relationship	We own 93% of the equity interest in the company.
	Human relations	Our directors also serve as the President and Representative Director of the relevant company. In addition, our Vice Chairman and employees also serve as directors and corporate auditors of the company.
	Business relationship	We plan to conduct recruitment consulting and other transactions with the company concerned.

(3) Future Outlook

The establishment of this subsidiary is not expected to have a material impact on our consolidated financial results for the year ended October 31, 2025. If it becomes clear that there will be a material impact on our consolidated results in the future, it will be promptly opened. I show you.

(4) Others

Subsidiaries established above fall under the category of specified subsidiaries.

2.Entity Conversion and Personnel Changes

(1)Content of the system change

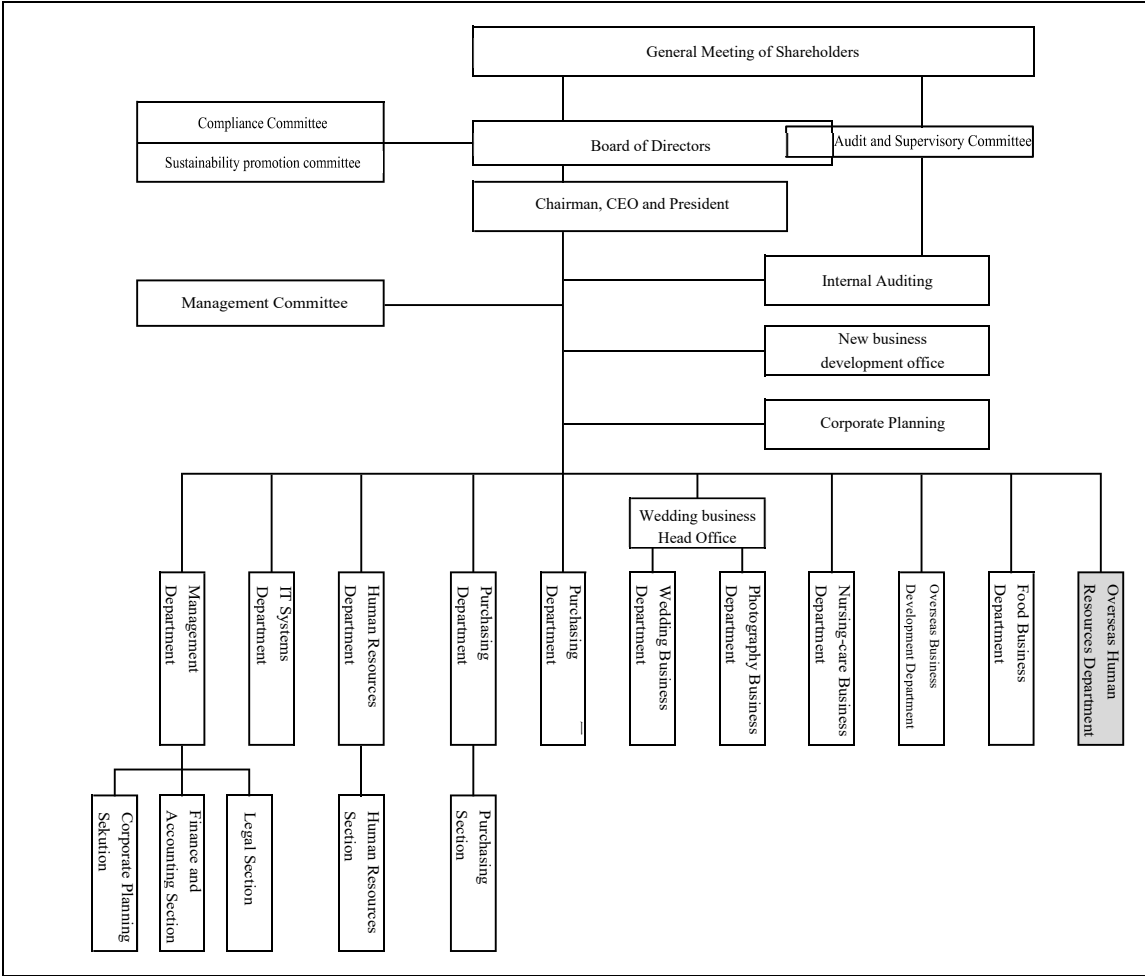
Organizational changes will be made in connection with the establishment of the International Human Resources Business.

(2)Directors and Audit & Supervisory Board Members (Effective October 1, 2025)

Name	New position	Former position
Daisuke Nakashima	Our Executive Vice President and General Manager of the Wedding Business Division In charge of Photo Business, General Manager of International Human Resources Business, General Manager of Department Digital Marketing Promotion Officer	Our Executive Vice President and General Manager of the Wedding Business Division In charge of Photo Business and General Manager Digital Marketing Promotion Officer

(3)Organizational Chart after the change (As of October 1, 2025) (The change portion)

The organization chart will be changed as shown in the table below.



※Organizational Chart before Reference Change

