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February 20, 2026

To those whom it may concern

Company name: HIDAY HIDAKA Corporation

Representative: Hiroshige Aono,

President and Representative Director

(Code No. 7611, Tokyo Stock Exchange Prime Market)

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## **Regarding the Establishment of the Nomination and Compensation Committee**

The Company hereby announces that, at the meeting of its Board of Directors held today, it resolved to establish a voluntary Nomination and Compensation Committee as an advisory body to the Board of Directors, as outlined below.

### **1. Purpose of Establishment**

The purpose of this initiative is to further enhance our corporate governance by strengthening the independence and objectivity of the Board of Directors in relation to the nomination of directors and matters concerning their compensation.

### **2. Roles of the Committees**

The Nomination and the Compensation Committee deliberates on the following matters in response to consultations from the Board of Directors and submit recommendations to the Board.

- 1) Matters concerning the appointment and dismissal of Directors
- 2) Matters concerning the selection and removal of the Representative Director
- 3) Matters concerning the compensation and related matters of Directors
- 4) Matters concerning the formulation of succession plans
- 5) Other matters deemed necessary by the Board of Directors

### **3. Composition of the Committee**

The Nomination and Compensation Committee shall consist of three or more Directors appointed by resolution of the Board of Directors, with a majority of the members being

Independent Outside Directors. The Chairperson shall be selected from among the Independent Outside Directors serving on the Committee.

4.Date of Establishment

February 20, 2026