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Announcement of Medium-Term Management Plan Formulation

Hagihara Industries Inc. (the “Company”) hereby announces the formulation of a medium-term management plan that spans three years, covering the fiscal year ending October 31, 2026, through the fiscal year ending October 31, 2028.

The management plan, under the tagline “LINK THE LEAP: Link with business partners, link with society, link with employees, and leap forward by linking with the future,” is designed to (1) strengthen our business through links with a variety of business partners, (2) broaden our environmental initiatives to deepen our link with society, and (3) bring employees and the Company together for mutual growth. Ultimately, our goal is to leap forward into a brighter future.

The outline of the plan is as follows.

1. Timeframe

Three years, covering the fiscal year ending October 31, 2026, to October 31, 2028.

2. Key Tagline

LINK THE LEAP:

Link with business partners, link with society, link with employees, and leap forward by linking with the future

3. Basic Policy

(1) Link with business partners

The Company is committed to collaborating with clients, partners, and joint research entities to deliver high-quality products that cater to customer needs.

(Strategy 1) Strengthen the appeal of our products

(Strategy 2) Enhancing our manufacturing capabilities

(2) Link with society

The Company aims to make a contribution to society by pursuing product development that benefits the environment.

(Strategy) Expanding our environmental initiatives

(3) Link with employees

The Company prioritizes the growth of its employees as a key driver of organizational development.

(Strategy) Fostering the growth of employees and the Company

4. Quantitative Targets (Fiscal Year Ending October 31, 2028)

(Billions of yen)

		Plastic-processed Products Business	Engineering Business	Total
Performance Target	Net sales	33	7	40
	Operating profit	2.3	0.7	3
Shareholder Return	DOE	3.5%		

For more information, please refer to the URL below.

https://en.hagihara.co.jp/cms/wp-content/uploads/sites/2/2025/12/chukei2028_setsumeien.pdf

This document includes forward-looking statements about business performance and plans. These statements are based on specific assumptions about the economic environment and business policies at the time of preparation. It is important to note that actual results may differ from these projections due to various factors.