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(Securities Code: 7856)

Date of sending by postal mail: January 8, 2026

Start date of measures for electronic provision: December 26, 2025

To our shareholders:

Kazushi Asano
Representative Director and President
Hagihara Industries Inc.
1-4, Nakadori, Mizushima, Kurashiki-shi, Okayama

Notice of the 63rd Annual General Meeting of Shareholders

We are pleased to announce the 63rd Annual General Meeting of Shareholders of Hagihara Industries Inc. (the “Company”), which will be held as indicated below.

When convening this general meeting of shareholders, the Company takes measures for providing information that constitutes the content of reference documents for the general meeting of shareholders, etc. (items for which measures for providing information in electronic format are to be taken) in electronic format, and posts this information on the following websites. Please access any of the websites to view the information.

The Company’s website:

<https://www.hagihara.co.jp/> (in Japanese)

(From the above website, select “IR Information,” and then “Annual General Meeting of Shareholders.”)

Website for posted informational materials for the general meeting of shareholders:

<https://d.sokai.jp/7856/teiji/> (in Japanese)

Tokyo Stock Exchange (TSE) website (Listed Company Search):

<https://www2.jpx.co.jp/tseHpFront/JJK010010Action.do?Show=Show> (in Japanese)

(Access the TSE website by using the internet address shown above, enter “Hagihara Industries” in “Issue name (company name)” or the Company’s securities code “7856” in “Code,” and click “Search.” Then, click “Basic information” and select “Documents for public inspection/PR information.” Under “Filed information available for public inspection,” click “Click here for access” under “[Notice of General Shareholders Meeting /Informational Materials for a General Shareholders Meeting].”)

If you do not attend the meeting, you may exercise your voting rights via the internet or in writing (via postal mail). Please review the Reference Document for the General Meeting of Shareholders and **exercise your voting rights by 5:30 p.m. on Monday, January 26, 2026 (JST).**

- 1. Date and Time:** Tuesday, January 27, 2026, at 10:00 a.m. (JST)
- 2. Venue:** Kurashiki Kokusai (International) Hotel
1-1-44, Chuo, Kurashiki-shi, Okayama, Japan
(Please be aware that the venue is different from the previous meeting.)
- 3. Purpose of the Meeting:**
Matters to be reported
 1. The Business Report and the Consolidated Financial Statements for the 63rd fiscal year (from November 1, 2024 to October 31, 2025), and the results of audits of the Consolidated Financial Statements by the Financial Auditor and the Audit & Supervisory Board
 2. The Non-consolidated Financial Statements for the 63rd fiscal year (from November 1, 2024 to October 31, 2025)**Matter to be resolved**
Proposal: Appropriation of Surplus
- 4. Matters Decided Regarding the Convocation:**
 - (1) If you exercise your voting rights multiple times via the internet, only the most recent exercise of voting rights shall be deemed valid.
 - (2) If there is no indication of a vote of approval or disapproval for the proposal on the voting form, it shall be deemed as an indication of approval.
 - (3) If voting rights are exercised in duplicate, both via the internet and in writing, the vote via the internet shall be deemed valid, regardless of dates of arrival.
 - (4) If you wish to make a diverse exercise of your voting rights, please notify the Company in writing or by electromagnetic means of your intention of making a diverse exercise of your voting rights and the reasons for this no later than three (3) days before the meeting.

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- When you attend the meeting, you are kindly requested to present the enclosed voting form at the reception.
 - If revisions to the items subject to measures for electronic provision arise, a notice of the revisions and the details of the items before and after the revisions will be posted on each of the websites on the previous page.
 - In accordance with a revision of the Companies Act, in principle you are to check items subject to measures for electronic provision by accessing any of the websites on the previous page, and we have decided to deliver paper-based documents stating the items only to shareholders who requested the delivery of paper-based documents by the record date. However, for this general meeting of shareholders, we have delivered paper-based documents stating the items subject to measures for electronic provision to all shareholders, regardless of whether or not they have requested them.

Among the items subject to measures for electronic provision, in accordance with the provisions of laws and regulations and the Company's Articles of Incorporation, the following items are not provided in the paper-based documents to be delivered.

- i) "Notes to the Consolidated Financial Statements"
- ii) "Notes to the Non-consolidated Financial Statements"

The Audit & Supervisory Board Members and the Financial Auditor have audited the documents subject to audit, including the above items.

Reference Document for the General Meeting of Shareholders

Proposal and reference

Proposal: Appropriation of Surplus

The Company recognizes increasing the return of profit to its shareholders as a key management priority, and it maintains a basic policy of paying stable dividends while giving comprehensive consideration to matters including the Company's business performance trends and financial position. Accordingly, the Company proposes the payment of year-end dividends and other appropriation of surplus as follows:

1. Year-end dividends

i) Type of dividend property

To be paid in cash.

ii) Allotment of dividend property and their aggregate amount

The Company proposes to pay a dividend of ¥35 per common share of the Company.

In this event, the total dividends will be ¥495,670,070.

iii) Effective date of dividends of surplus

The dividends will take effect on January 28, 2026.

2. Other appropriation of surplus

i) Item of surplus to be increased and amount of increase

General reserve: ¥300,000,000

ii) Item of surplus to be decreased and amount of decrease

Retained earnings brought forward: ¥300,000,000