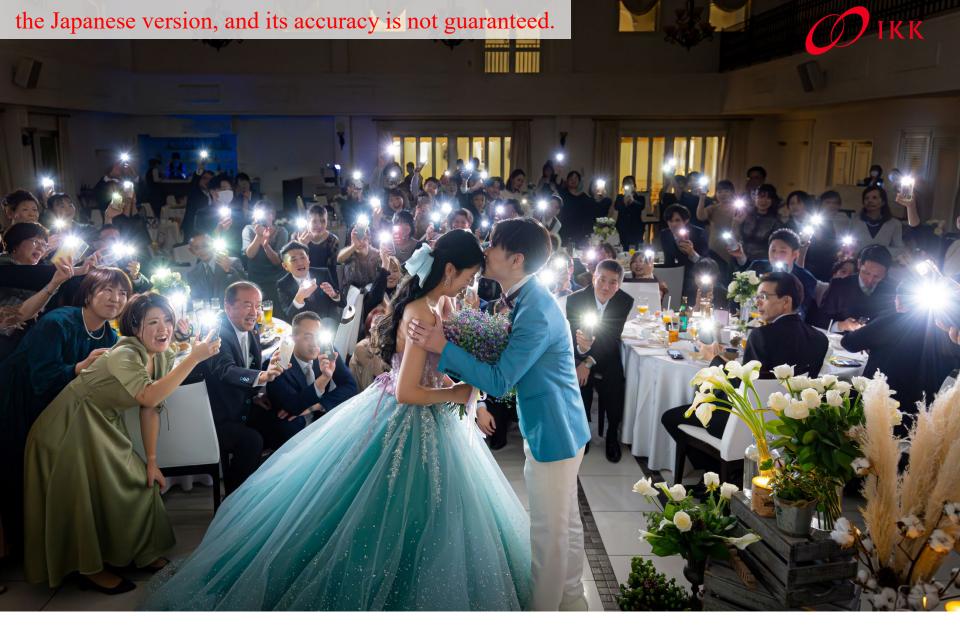
The English version of this is a reference translation of the Japanese version, and its accuracy is not guaranteed.



Q1 FY10/2025 results (Supplementary materials)

IKK Holdings, Inc. (Ticker: 2198 TSE PRM)



# I. Consolidated Financial Results for the 1Q of the Fiscal Year Ending October31, 2025







Although the number of weddings declined year on year, the unit price of weddings reached a new record high Sales and profits exceeded forecasts

### Sales were 4,967 billion yen (-3.7% YoY)

Despite a year-on-year decrease in the number of couples married, the enforcement unit price reached a record high of 4,129 thousand yen (up 163 thousand yen year-on-year).

The Food and Photo Businesses will Continue to Grow Steadily

### Operating income was 178 million yen (-59.2% YoY)

In addition to the decrease in sales due to the decrease in the number of couples married, in April of last year we raised our base salary and in our domestic wedding and photo businesses

Personnel expenses increased year on year due to the impact of securing human resources in preparation for new store openings, etc.

In the domestic wedding business and photo business, aggressively investing in advertising to increase the number of couples attracting customers and the number of couples receiving orders

**Domestic wedding business** As a result, the number of couples attracting customers increased by 3.8% and the number of couples receiving orders increased by 2.4% year on year.

Photo business As a result, the number of couples that attracted customers increased 19.8% year on year and the number of couples that received orders increased 14.6%

Profit attributable to owners of parent

Quarterly net income was 111 million yen (down 60.9% year on year).

The number of couples in backlog (as of the end of January 2025) was 4,648 couples (down 5.6% year on year)



# Consolidated Financial Results for the 1Q of the Fiscal Year Ending October 31, 2025

I. FY 2025.10 1Q Results

	October 2024 f (1Q)	iscal year	Fiscal year ended October 2025 (1Q)				
	Amount Composition ratio		Amount	Composition	From the preceding year		
	Amount (Millions of yen)	Composition ratio (%)	Amount (Millions of yen)	ratio (%)	Change (Millions of yen)	Rate of change (%)	
Net sales	5,156	100.0	4,967	100.0	▲ 189	▲3.7	
Wedding business	4,821	93.5	4,582	92.3	▲238	▲ 5.0	
Nursing care business	156	3.0	161	3.2	4	2.8	
Food Business	70	1.4	96	1.9	26	38.1	
Photo business	150	2.9	200	4.0	50	33.4	
Wedding brokerage business	5	0.1	-	-	-	-	
Gross profit	3,041	59.0	2,962	59.7	▲78	▲2.6	
SGA cost	2,604	50.5	2,784	56.1	180	6.9	
Operating income	436	8.5	178	3.6	▲258	▲ 59.2	
Ordinary income	442	8.6	185	3.7	▲257	▲ 58.1	
Profit attributable to owners of parent Net profit	286	5.5	111	2.3	▲174	▲ 60.9	
Per share Quarterly net income (yen)	9.90	-	3.90	-	-	-	

%Lara Kuur Co., Ltd., a wedding brokerage business, was liquidated in August 2024.



I. FY 2025.10 1Q Results





# Trends in Net Sales (Quarterly)





# Wedding Business Situation

		FY10/24	FY10/25	From the pro	eceding year	Trends	in 1	numbe	r of c	ouple	s mar	ried <u>a</u> 1	nd un	it pric	e		
		1Q performance	1Q performance	Change	Rate of change (%)	Numl	ber	of coup	les ma	rried (c	ouples	) –	<mark>0-</mark> E	ffective	e unit p	orice (th	ousand yen)
W	edding business sales (Millions of yen)	4,821	4,582	▲238	▲ 5.0		ove	it price o ry trend a								4,129	(thousand yer
	Domestic branches	20	20	0	0.0							3,798		3,986		-0	4,200
	<sup>**1</sup> of stores abroad	6	6	0	0.0	(pairs) 6,500	ſ			3,608							- 3,800 - 3,600
Nur	nber of couples married (couples)	1,201	1,097	▲104	▲8.7	6,000 5,500	-	3,215				5,515		5,462		5,245	- 3,400
	Domestic	1,180	1,068	▲112	▲9.5	5,000	-	Ū		5,088						5,215	3,000
	Overseas	21	29	8	38.1	4,500 4,000	_										
*2	of sets of orders (sets)	1,253	1,272	19	1.5	3,500	-	3,381									
Or	der backlog <sup>**2</sup> (group)	4,926	4,648	▲278	▲ 5.6	3,000 2,500	-										
I	Price <sup>**3</sup> (¥ thousand)	3,965	4,129	163	4.1	2,000	-										
						1,500	-									1,097	
	<ul><li>%1 Number of overseas stores includes outsourcing stores</li><li>%2 The number of couples ordered and the number of couples backlog also includes results from the Overseas Wedding</li></ul>			500	-												

- Business
- %3 Unit prices are calculated excluding "general banquets," "cancellation fees," and "overseas wedding business."

FY10/22

FY10/23

FY10/24

FY10/25

(1Q results)

FY10/21

0



# Trends in the number of couples married (quarterly)

I. FY 2025.10 1Q Results

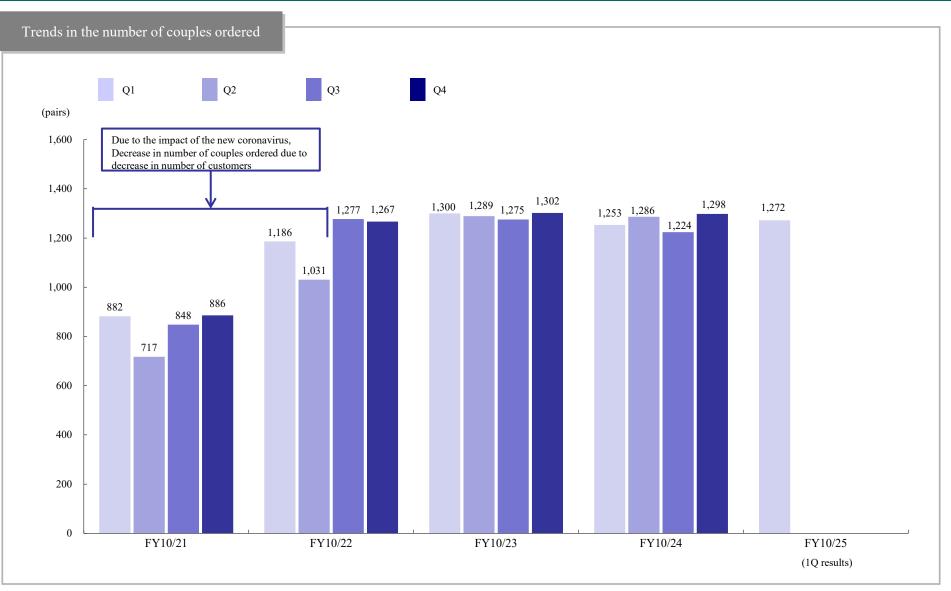


\*Including the number of couples married in overseas operations



# Trends in number of couples ordered (quarterly)

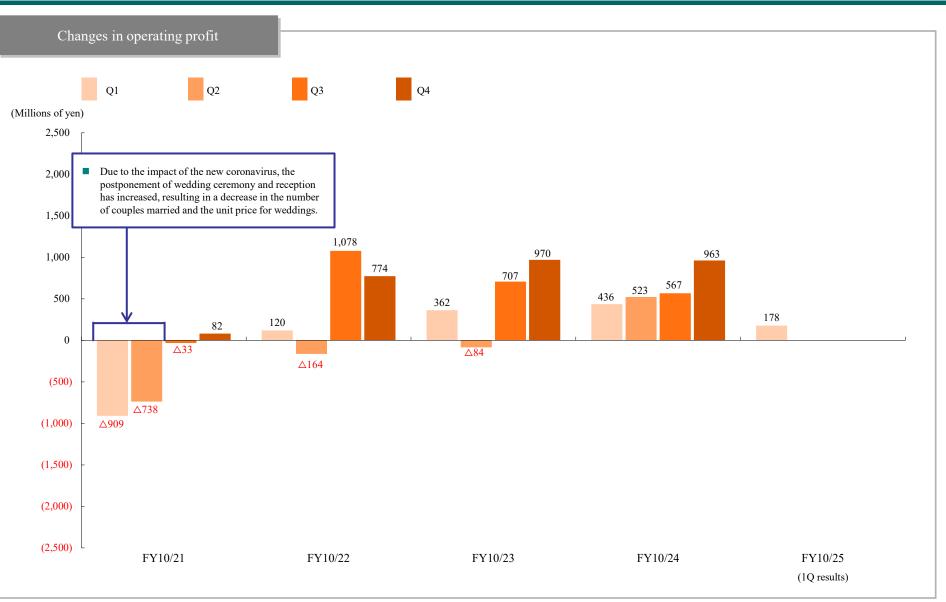
I. FY 2025.10 1Q Results



\*Including the number of couples ordered in the overseas business



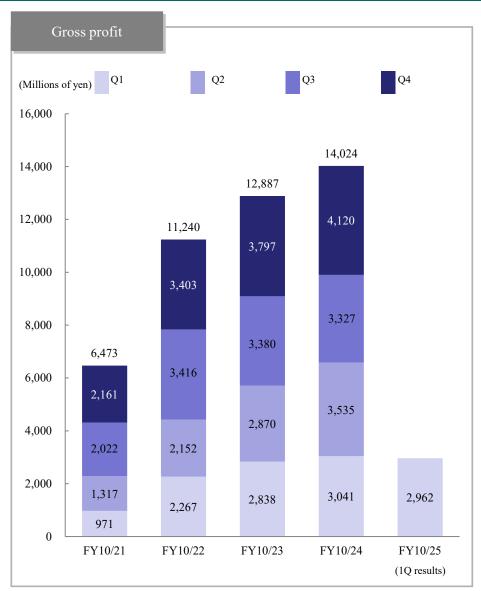
# Operating Income (Quarterly)

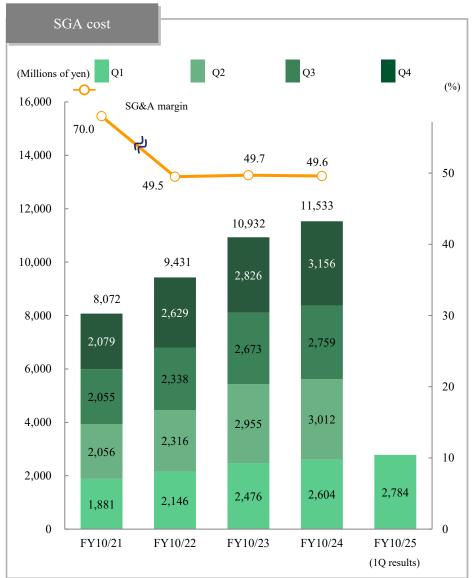




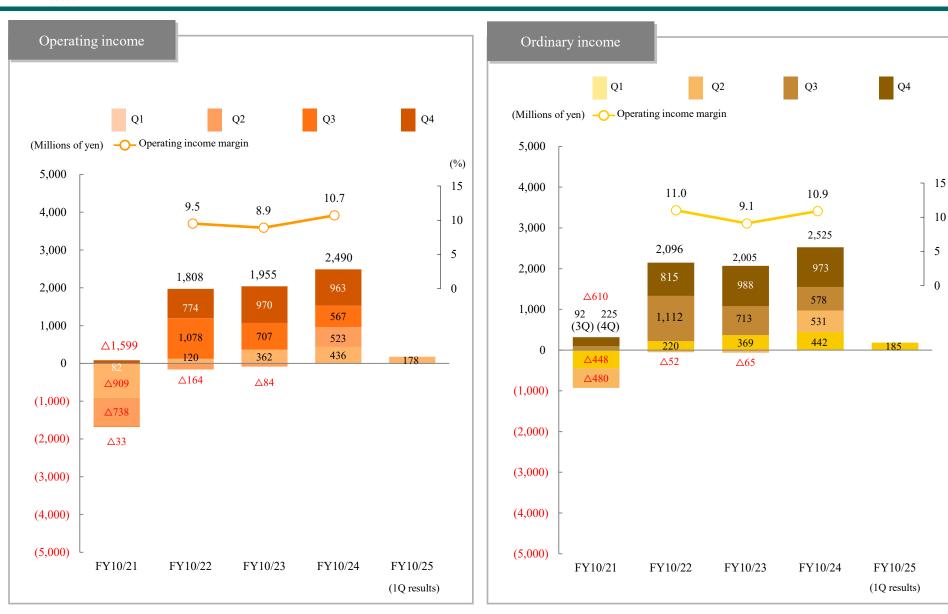
# Gross Profit and SG&A Expenses

I. FY 2025.10 1Q Results





# Changes in Operating Income and Ordinary Income





# Consolidated Balance Sheet Summary

	As of the end of Oc	tober 2024	End of 1Q FY2025/10				
	Amount (Millions of yen)	Composition ratio (%)	Amount (Millions of yen)	Composition ratio (%)	Change (Millions of yen)		
Current assets	7,797	37.7	5,335	29.5	▲2,461		
(Cash and deposits)	6,729	32.5	4,442	24.6	▲2,287		
(Trade receivables)	364	1.8	179	1.0	▲185		
Fixed assets	12,901	62.3	12,739	70.5	▲162		
(Property, plant and equipment)	10,652	51.5	10,584	58.6	▲67		
Total assets	20,698	100.0	18,074	100.0	▲2,624		
Current liabilities	5,818	28.1	3,939	21.8	▲1,878		
(Trade payables)	977	4.7	445	2.5	▲ 532		
(Income taxes payable)	457	2.2	39	0.2	▲418		
Long-term liabilities	4,262	20.6	4,065	22.5	▲197		
Total liabilities	10,081	48.7	8,004	44.3	▲2,076		
(Interest-Bearing Debt)	3,596	17.4	3,316	18.3	▲280		
Total net assets	10,617	51.3	10,069	55.7	▲ 548		
Total liabilities and net assets	20,698	100.0	18,074	100.0	▲2,624		

**Financial** Condition



% Interest-bearing debt = Interest-bearing debt/Total assets

İKK



### [Food Business] Expand sales channels and establish new confectionery brands

- Sales at major terminals such as Fukuoka Airport, Hakata Station, Nishitetsu Fukuoka Station (Tenjin), and Kokura Station, which represent Fukuoka
- Expand sales channels to a total of 19 locations, including the expressway service area
- Developing a new "Fukuoka Omiyage" focusing on materials from Fukuoka



#### Hakata Forest 5-Tier Milk Sands

Sandwich with a lungsha of crunchy texture, using breath-melting milk cream, friendly-scented white chocolate, and milk from Fukuoka. It is characterized by the flavor of milk, which spreads over its mouth with a 5-layered finish. Hakata no mori raw caramel sandwich chocolate

100% of flour produced and processed in Fukuoka is used. Elegant chocolate that is not too sweet, wrapped in melted raw caramel, has a gorgeous and rich taste.

# Hakata no mori raw caramel sandwich amau strawberries

100% of flour produced and processed in Fukuoka is used. Using strawberries grown in Fukuoka, the slight aroma of strawberries and the original crushed texture of strawberries are expressed.



### [Photo Business] New store openings planned in Shinjuku-ku, Tokyo

Address	Nishi Shinjuku 6-chome, Sh <mark>injuku-</mark> ku, Tokyo 5–1 Shinjuku Island Tower 44F
Date of opening	Summer 2025 (planned)
Facilities	Photo studio
	Nishi-Shinjuku Station on the Tokyo Metro Marunouchi Line
Nearest station	Toei oedo line tocho-mae station/shinjuku nishiguchi station
	JR east shinjuku

Shinjuku Station is 1 of the largest terminals in Tokyo, including JR, Keio Electric Railway, Odakyu Electric Railway, Tokyo Metro, and Tokyo Metropolitan Subway.

■Location with easy access to Tokyo Station, Tokyo Tower, Odaiba Seaside Park, Tokyo National Museum, and Hamarikyu Gardens, all of which are popular shooting spots







# II. 2025 Year Ending October (Full Year) Consolidated Earnings Forecast







Planning a variety of investments, including new store openings and the opening of sweets labs in the food business

The number of couples married in the domestic wedding business decreased, resulting in a year-on-year decrease in business results. Aiming for dramatic corporate growth by investing from a long-term perspective

Sales 22.9 billion yen (-1.6% YoY)

• Domestic wedding business: The number of couples married down 4.3% year on year to 5,125 couples due to the impact of sluggish orders received in the previous fiscal year at some branches,

Expected to be 4,042 thousand yen, with the unit price for enforcement continuing to be steady

• Food Business: Continue to promote initiatives to expand new products and sales channels

Operating income 1.8 billion yen (-27.7% YoY)

#### Incurrence of entry costs

- Domestic wedding business: Open a temporary salon for 2 new stores (approx. 150 million yen)
- Photo Business: Planning to open a new store in Shinjuku-ku, Tokyo
- Food Business: Established Suites Lab (in-house manufacturing plant and new product development laboratory)

Profit attributable to owners of parent 1.11 billion yen (down 34.8% year on year)

\* The earnings forecasts and other forward-looking statements herein are based on information currently available to the Company and on certain assumptions deemed to be reasonable by the Company, and do not constitute guarantees by the Company of future performance. Actual results may differ materially from the forecast depending on a range of factors.



# Consolidated Financial Forecasts for the Fiscal Year Ending October 2025

II. 2025.10 Forecast

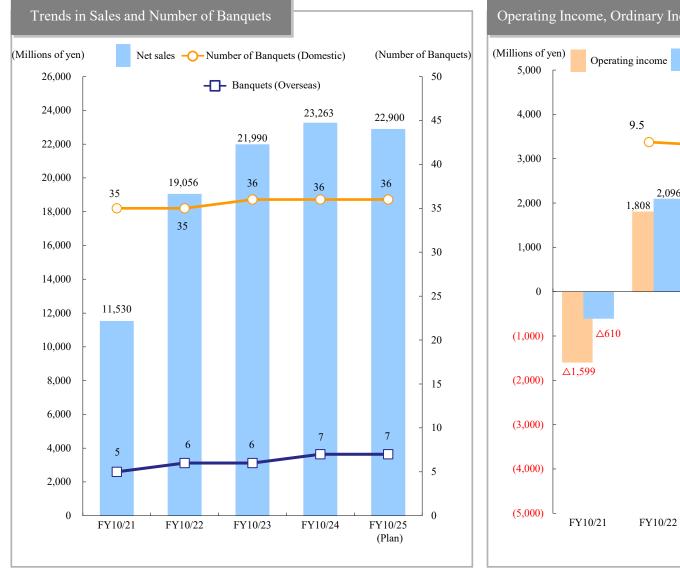
	October 2024 fi	scal year	Fiscal year ended October 2025					
	Composition		. I.	Compositi	YoY change			
	Amount (Millions of yen)	ratio (%)	Planning (Millions of yen)	on ratio (%)	Change (Millions of yen)	Rate of change (%)		
Net sales	23,263	100.0	22,900	100.0	▲ 363	▲1.6		
Gross profit	14,024	60.3	13,450	58.7	▲ 574	▲ 4.1		
SGA cost	11,533	49.6	11,650	50.9	116	1.0		
Operating income	2,490	10.7	1,800	7.9	▲ 690	▲27.7		
Ordinary income	2,525	10.9	1,805	7.9	▲720	▲28.5		
Profit attributable to owners of parent Net Income	1,702	7.3	1,110	4.8	▲ 592	▲ 34.8		
Net income per share (yen)	59.35	-	38.65	-	-	-		

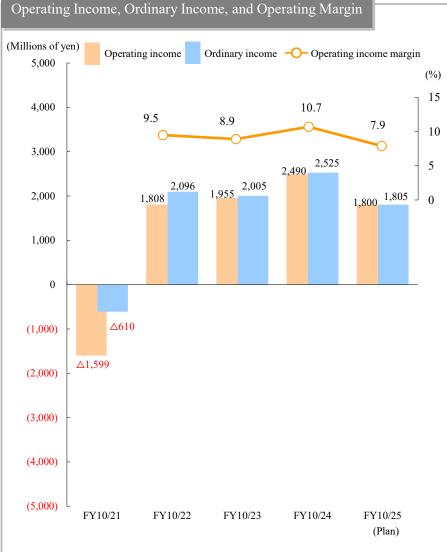
# Forecast of Net Sales, Operating Income, and Ordinary Income

II. 2025.10 Forecast

## (Consolidated)

KK





\* Banquets (overseas) include the number of affiliated stores



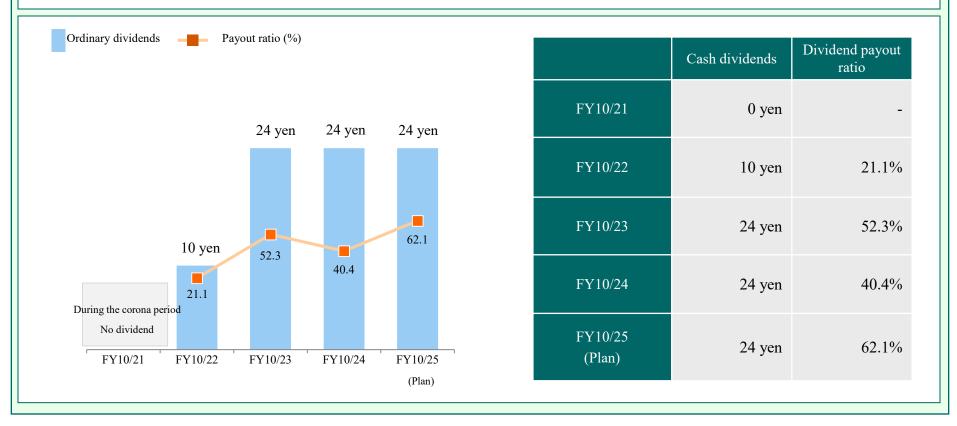
# Outlook for store opening plans and numbers of couples married, capital investment and depreciation

	FY10/24	FY10/25		
	(Actual)	(Plan)	Change	Capital Expenditures and Depreciation
Number of stores at fiscal year-end (domestic)	20	20	-	Capital expenditures Depreciation and amortization
Wedding facilities 4 Banquet	1	1	-	(Millions of yen)
Wedding facilities 3 Banquet	5	5	-	4,000
Wedding facilities 2 Banquet	3	3	-	
Wedding facilities 1 banquet	6	6	-	3,500 -
Restaurant 1 Banquet	5	5	-	
Number of stores (overseas)	6	6	-	3,000 -
Wedding facilities 2 Banquet	1	1	-	2,500 -
Wedding facilities 1 banquet	5	5	-	
Number of banks	43	43	-	2,000 - 1,939
Number of couples married (couples)	5,462	5, 245	▲217	1,500 -
Domestic	5,357	5,125	▲232	1 159 1,208
Overseas	105	120	15 (Millions of yen)	1,000 - 1,111 1,011 1,094 1,159 1,000 800 730
	FY10/24 (Actual)	FY10/25 (Plan)	Change	500 - 472
Capital expenditures	730	472	▲258	0 FY10/21 FY10/22 FY10/23 FY10/24 FY10/25
Depreciation and amortization	1,159	1,208	49	(Plan)



### Annual dividend of 24 yen planned for FY10/25

- Policy of paying dividends in accordance with operating results while securing internal reserves necessary for medium-to long-term business plans and strengthening of management structure
- Our basic policy for dividend payments is to achieve stable and sustainable growth.





# Initiatives in III. 2025 Fiscal Year Ended October







## [Wedding business] Plan to open a new wedding business in Koto-ku, Tokyo



#### Facilities THE Tokyo Bay Resort

Address	Ariake 1-chome, Koto-ku, Tokyo
Date of opening	Spring 2026 (planned)
Facilities	Marine sports, beach sports, cafes, restaurants,
	Multi-purpose hall (planned)
Nearest station	Tokyo Waterfront New Traffic Waterfront Line, Ariake Tennis no Mori Station

As a result of an application for opening a public-private collaboration facility for the Tokyo Metropolitan Ariake Chikasui Kaihin Park in Koto Ward, Tokyo, it was selected as a planned store operator.

The Metropolitan Ariake Chimizu Kaihama Park, which will be opened as a park that will inherit the legacy of the Tokyo 2020 Games, is being developed and opened in stages.

We plan to open stores in the Nishi-Irie zone in the park as a restaurant, cafe, and other venues where we can enjoy marine sports and beach sports, as well as wedding ceremonies.



### [Wedding business] Planning to open a new wedding business in Fukuoka City, Fukuoka



Address	Nishikoen, Chuo-ku, Fukuoka-shi, Fukuoka
Date of opening	Spring 2026 (planned)
Facilities	Restaurants, cafes, multi-purpose halls, etc. (planned)
Nearest station	Fukuoka city subway ohori koen station

- Selected as a business operator as a result of the application for opening a store for the "Prefectural Nishi-Koen Public-Private Partnership Project" in Chuo-ku, Fukuoka City
- Located within a 10-minute drive from the Tenjin area, 1 of Fukuoka's most famous areas, the hotel is popular as a place of relaxation rich in nature, with a great view from a hill and a cherry blossom viewing spot.
- It has a perfect location with a panoramic view of Hakata Bay and Shikajima, and a simultaneous feeling of the sea, sky, and forest.



### [Wedding business] Implemented renovations to strengthen the quality of branches

- In addition to regular maintenance, we will promote the improvement of design concepts to respond to changes in the market.
- Lalachanece Hakata-no-Mori (Fukuoka Branch), Lalachance berami (Tosu Branch), Renewal of The Geihinkan Kairakuen Bettei (Mito Branch) completed
- Other renovations of existing stores will be progressively implemented based on investment plans.



#### Lalashance Hakata no Mori (Fukuoka Branch) Santa Mour Church, a symbol of the Fukuoka Branch for 2023

years that has welcomed customers The Fukuoka Branch conducts numerous weddings and reception as a flagship store.

#### Lalachance bel Amy (Tosu Branch)

Large-scale renovation of the Tosu Branch, Kyushu's first guest house wedding facility, for the second consecutive year Creating a space where people can feel the nature of the gardens while staying at the venue

#### The Geihinkan Kairakuen Bettei (Mito Branch)

When it was used as a dinner hall at the 2023 Ibaraki Mito Interior Minister of State for Internal Affairs and Safety of G7 held at the Mito Branch in December 2023, the special-installed illumination was reproduced and the space was renewed into an illuminating space.



### [Food Business] Opened Suites Lab in Kasuya County, Fukuoka

- Strengthen product quality by manufacturing in-house
- Revitalize development of new products with the aim of expanding and branding the food business
- Developed Tashinabi, an original catalogue gift, and began expanding sales channels

#### New product "Tashinabi"

In June, Meitokuan Co., Ltd., a food business, launched its new product, Tashinabi, a card-type catalog gift. [Product Characteristics]

· Enriched a total of more than 100 brands, including the original-brand "All-Nichiwa morinoiro"

#### Gift lineup

- · 2 types of expansion: BOX and envelope types
- Price range is set in 12 stages, and you can select products that meet your budget.
- It is also possible to reduce the allocation time of gifts and sweets of the bride and groom









**FOREIGNERS** 

4.5

2018

2019

2020

202

4.4

2017

3.7

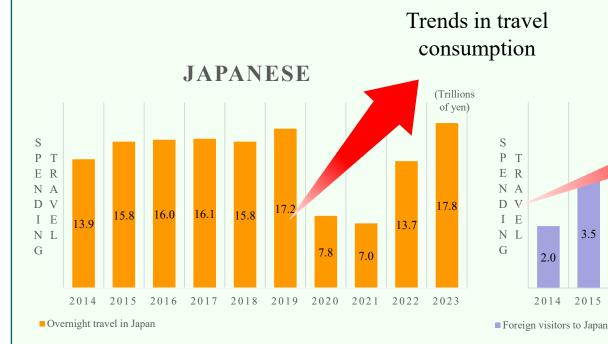
2016

3.5

2015

### [New Businesses] Began considering entering the hotel business

- The government has set a goal of 60 million visitors to Japan by 2030, and urgently needs to develop hotels that accurately capture market needs
- Looking ahead to the future of the tourism industry, we have begun considering entering the hotel business, where we can demonstrate the spirit of hospitality, such as our planning and proposal capabilities, cooking technologies, and customer service, which we have cultivated in the wedding business.



Source: Formulated on April 30, 2024 from the Japan Tourism Agency's "Survey of Travel and Tourism Consumption Trends" Annual Figures (Estimates)"2023 Source: Formulated on March 30, 2016 from the Japan Tourism Agency's Tourism Vision Conceptual Meeting to Support (Trillions of ve

5.3

2023

2022



## Reference: Corporate Profile, Business Characteristics, Industry Trends







	Corporate Data (As of October 31, 2024)	Sales Breakdown by Business
Company Name	IKK Holdings, Inc.	(Fiscal Year Ended October 2024)
Head Office	722-5 Shinten-cho, Imari-shi, saga	
Business Activities	Business management of group companies	
Representative	Mr. Kazuoshi Kaneko, CEO President and CEO	
InHoldings	November 1, 1995	Photo business Nursing care
Date of settlement	October 31	2.9% business2.7%
Market Segmentation	TSE PRM (Code: 2198)	
Common stock	351 million yen	Food Consolidated net sales
Group Company	(Wedding business) IKK Inc. (Overseas wedding business)PT INTERNATIONAL KANSHA KANDOU INDONESIA (Nursing-care business) I Care Inc. (Food Business) Meitokuan Inc. (Photography business) Ambihone Inc.	Business1.5% 23.263 billion yen Wedding business 94.2%
Number of employees	1,026 (Consolidated)	
Number of Shareholders	61,744 employees	

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### Management Philosophy

- —. Integrity, trust, and trust
- —. We will cooperate with each other with honesty and do what is best immediately.
- —. We will take on the challenge of creating an excellent future by becoming a person who demonstrates his/her abilities regardless of nationality, religion, gender, age, or experience.

## Vision

### [Core Value]

# Be sincere! Take on challenges with passion!

### [Parts]

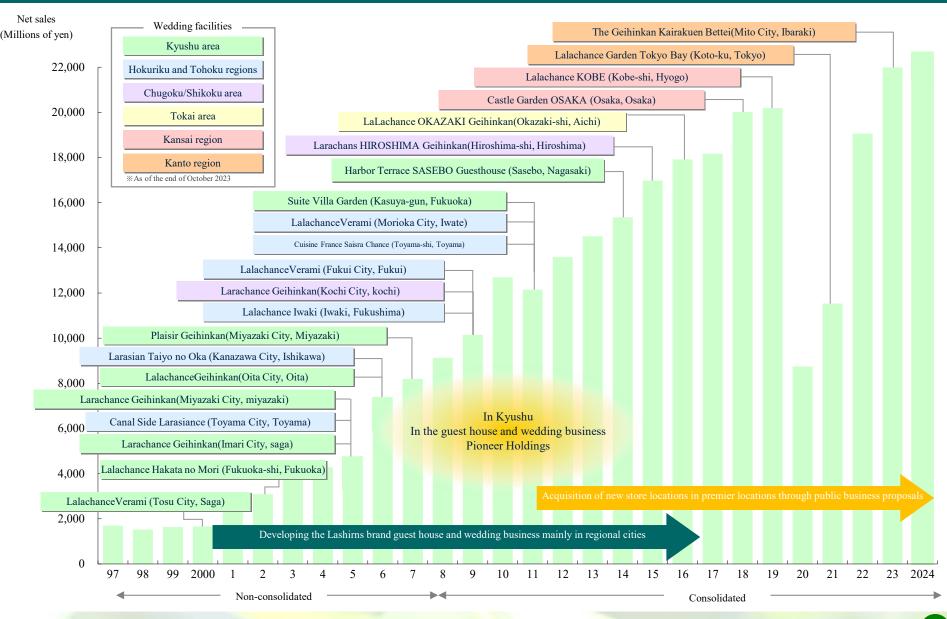
For the smiles of those with whom we have a relationship

### [Mission]

- We cooperate fully in achieving the missions of our group companies.
- By 2028, we will represent Japan 7 years from now, Create exciting future businesses



# History of IKK





### Nationwide deployment of wedding facilities based on unique design concepts based on Kyushu

#### Developing 20 wedding facilities with unique design concepts in 18 cities in Japan in harmony with the natural environment

• Overseas business: 6 stores in Jakarta, Republic of Indonesia

Domestic wedding business

#### 2 stores in the Tohoku area

- · Lalachance Iwaki (Iwaki City, Fukushima)
- LalachanceVerami (Morioka City, Iwate)

#### 2 stores in the Kanto area Scheduled to open new stores in Tokyo in spring 2026

- · Lalachance Garden Tokyo Bay (Koto-ku, Tokyo)
- · The GeihinkanKairakuen Bettei (Mito City, Ibaraki)

#### 1 store in the Tokai area

· LaLachance OKAZAKI Geihinkan(Okazaki City, Aichi)

#### 2 stores in the Chugoku-Shikoku area

- · Larachans HIROSHIMA Geihinkan(Hiroshima City, Hiroshima)
- · Larachance Geihinkan(Kochi City, kochi)

#### Overseas wedding business



#### Indonesia Jakarta 6

- Menara Mandiri
- Skenoo Hall
- Financial Hall
- · Artotel Suites Mangkuluhur
- Plataran(Hutan Kota)
- Plataran(Kinandari)

#### 2 stores in the Kansai area

- · Castle Garden OSAKA (Osaka City, Osaka)
- · Lalachance KOBE (Kobe City, Hyogo)

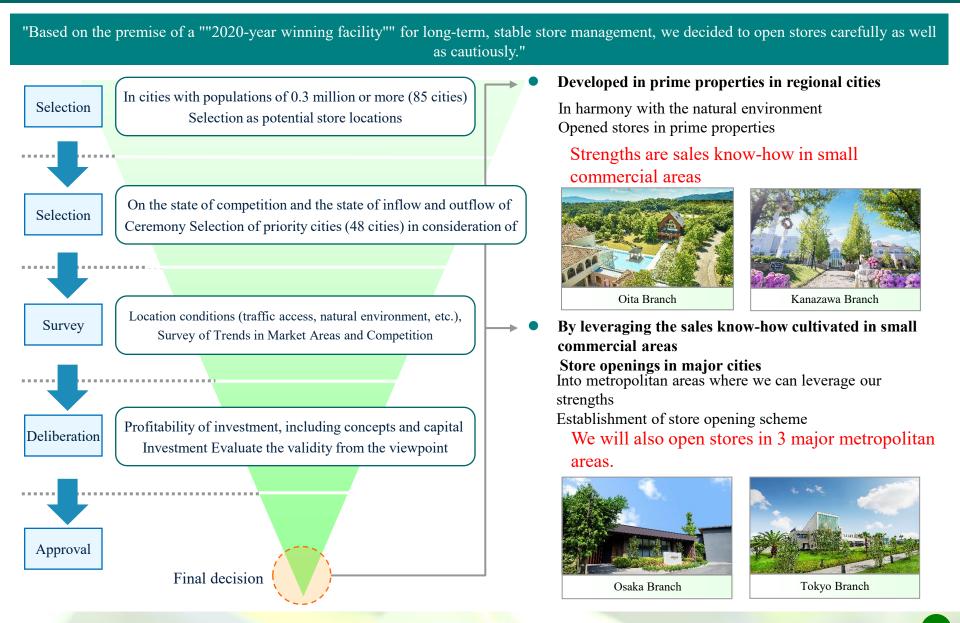
#### 4 stores in the Hokuriku area

- · Canal Side Larasiance (Toyama City, Toyama)
- · Cuisine France Saisra Chance (Toyama City, Toyama)
- · Larasian Taiyo no Oka (Kanazawa City, Ishikawa)
- LalachanceVerami (Fukui City, Fukui)

#### 7 stores in Kyushu area Plan to open new stores in Fukuoka in spring 2026

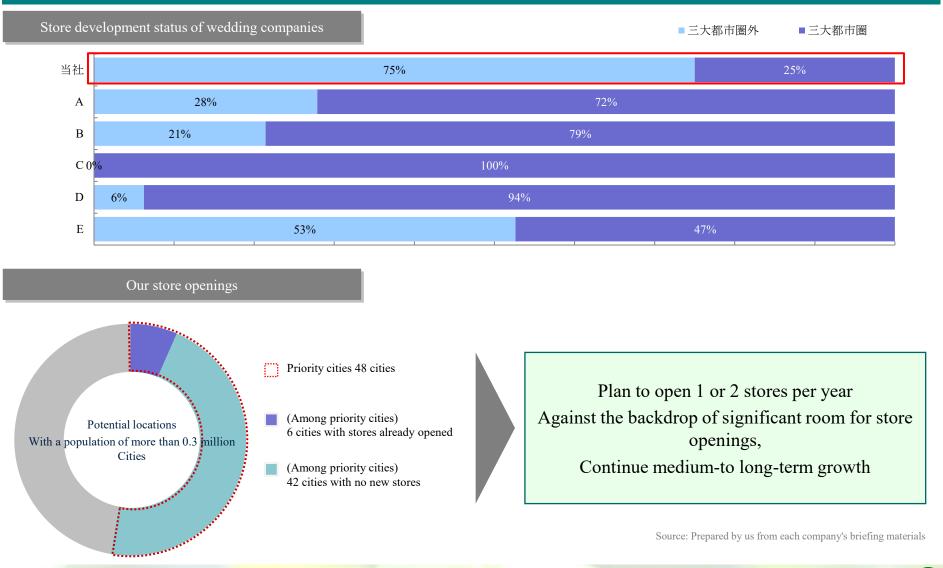
- · LaLachance State Guest House/Imari Geihinkan(Imari City, Saga)
- · LalachanceVerami (Tosu City, Saga)
- · Lalachance Hakata no Mori (Fukuoka City, Fukuoka)
- · LalachanceGeihinkan(Oita City, Oita)
- · Larachance Geihinkan(Miyazaki City, miyazaki)
- Plaisir Geihinkan(Miyazaki City, Miyazaki)
- · Harbor Terrace SASEBO Guesthouse (Sasebo City, Nagasaki)







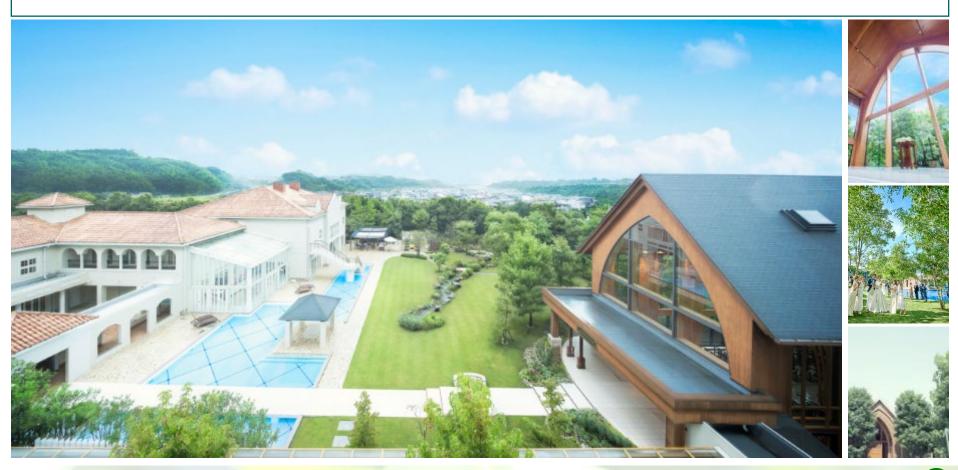
### Continue medium-to long-term growth backed by significant room for store openings in the 3 major metropolitan areas





Facility development based on unique design concepts that differ from chain operations of the same specifications

Average site area is about 9000 m2, placing importance on harmony with nature on a large site Wedding party renting a large house wrapped in sunlight and greenery





With a wide range of facilities and services tailored to local cultures in harmony with nature and the landscape Becoming the "Number 1 Wedding Facility That Can Continue to Win for 2020 Years"





Based on a long-term perspective that looks 2020 years into the future, we will open optimal and best facilities that are in line with the commercial areas of the areas where we open stores.

2 Banquet

#### 1 Banquet

#### Miyazaki



Lalachance Geihinkan

(Miyazaki City 397,000)

#### Miyazaki



(Miyazaki City 397,000)





(Oita City 474,000)

Tokyo



#### (Kochi City 316,000)

Toyama

Cuisine Francaisla La Chance

(Toyama City 406,000)

Morioka

Lalachance berami

Kochi



Sasebo



(Osaka City 2,757,000)

## Kobe Lalachance KOBE (Morioka City 280,000 persons)



Lalachance Iwaki

Fukui



(Fukui City 255,000)

### Okazaki







Fukuoka (4 Banquet)

Lalachance Hakata no mori (Fukuoka City 1,593,000)



(Koto-ku, 539,000 persons)



(Mito City 268,000)

(Kobe City 1,500,000)

(Iwaki City 306,000)







Hills of the Lalachance sun

(Imari City, 52,000 persons) (Kanazawa City 444,000 persons)



(Hiroshima City 1,178,000)

- Of the 20 facilities, 7 with red slots are opened through open recruitment by local governments.
- Opened facilities in favorable locations that would normally be unavailable

Figures in parentheses indicate the population of cities where we open stores.

Source: National Geographic Survey Association, 2024 Basic Resident Register Population and Households Table





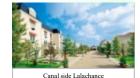


Lalachance beram

(Tosu-shi 74,000)

Imari

3 Banquet or more



(Toyama City 406,000)

Kanazawa

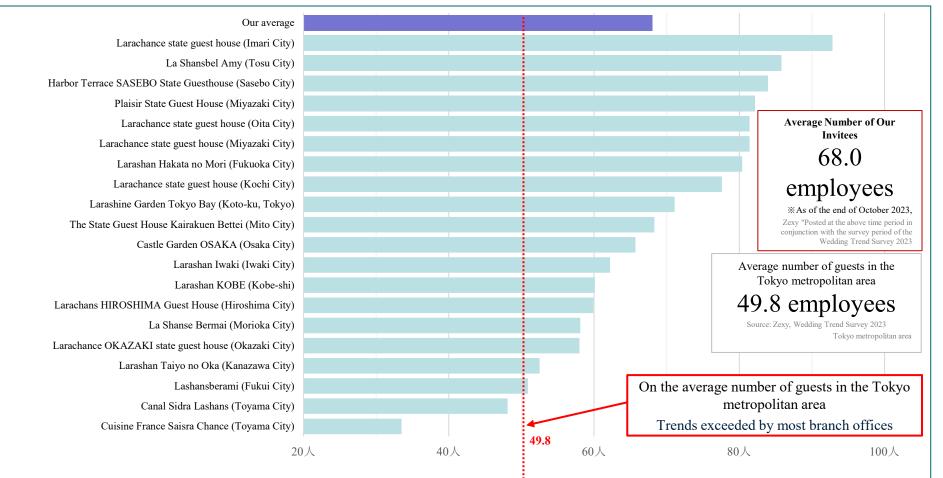
Toyama



## Although regional cities are small business areas, the number of guests invited to wedding receptions and parties is large

Our average number of invited guests and the average number of invited guests per facility (in descending order)

#### %Comparison with FY 2023 results





## Build a "virtuous cycle in which customers attract customers" by creating the best inspiration













## 2 stores are listed as Michelin 1-star stores in our restaurants.

Cuisine France Saisra La Chance (Toyama City, Toyama)

- Listed as 1 of 20 star restaurants in Toyama
- Attractiveness of locations along the canal of Toyama's Tomiiwa Canal Rin Water Park, which is rich in nature



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▲ Michelin Guide Hokuriku 2021 Specialized \*

Harbor Terrace SASEBO Geihinkan (Sasebo City, Nagasaki)

- Listed as the only restaurant in Sasebo City with a star
- Located in the Sasebo Goban Avenue, a commercial complex, is a good 1-minute walk from Sasebo Station.



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▲ Michelin Guide Fukuoka, Saga, Nagasaki 2019 Extraordinary Edition \*

\*\* Nippon Michelin Holdings's Beauty Food Guidebook, which is based on the evaluation method that expresses delicious dishes in terms of the number of stars, is anonymously implemented by Michelin Guides researchers who have expertise in the hotel and restaurant industries.

5 evaluation criteria are "quality of ingredients, high level of cooking technology, originality, price commensurate with value, consistency of the entire stable cooking." Based on these criteria, 3 stars, 2 stars, and 1 star are added in descending order of evaluation.



## A number of achievements in wedding photo contests held at home and abroad

- Our Group's photographers are not only in the domestic market, but also in global contests in Europe, Asia, and elsewhere. Cumulative total of 95 people received 581 awards
- The world's leading auditors evaluate the high level of technology and artfulness
- Making use of refined skills for photography on the day of the wedding to improve customer satisfaction

#### Photo contest with a history

「WPE International photography awards」 「COSMOS AWARDS」 「AsiaWPA International Photography & Videography Competition」 "Zexy Wedding Photo Contest" 「NAPA-Nippon Fine Art Photographers Association」 「WPPI-Wedding and Portrait Photographers International」 "Wedding Photo Awards" "Japan Wedding Photo Grand Prix"

#### Selected as Japan's Representative Photographer

Our group's photographer was selected as the Japanese Representative Photographer in Wedding Documentary section of World Photographic Cup (World Photographic Cup).

\*\*World Photographic Cup(WPC) is the first "world convention in photography" in the professional photography industry. It started in 2013 with the participation of the Asian Pro Photo Union (UAPP) and the Oceanian Union by the invitation of the National Association of Professional Photographers (PPA) and the European Union of Pro Photo (FEP).







Large number of staff received awards in the nationwide wedding planner contest

- At the GOOD WEDDING AWARD sponsored by Recruit Bridal Research Institute (Recruit inc.) Our staff selected as Best 50 for 2010 consecutive years
- To date, a total of 27 staff have been selected to receive semi-grand prizes, Seoul awards, etc.



GOOD WEDDING AWARD 2019 Seoul prize



GOOD WEDDING AWARD 2021 Quasi-grand prize



GOOD WEDDING AWARD 2023 Seoul prize

### Conducted independent in-house contests

As a wedding planner, we learn about the value and meaning of weddings while sharing them with our colleagues. We held an in-house contest once a year to think about "What is a good wedding?" By taking pride in our work, we want to pursue "creating a better wedding," which creates a synergistic effect among our staff and leads to proposals that truly satisfy our customers.





Reference

## Successful efforts to recruit and cultivate talented human resources

- Ranked No. 1 in the Kyushu and Okinawa areas by location of the popular corporate rankings for Mynavi and Nikkei
- Ranked No. 1 for 7 consecutive years in the company's popularity ranking by industry [Ceremony Funerals]
- Ranked 47th in the ranking of popularity among literary general employment enterprises nationwide

Popular Ranking of Employment Enterprises by Region of Head C	Office
[Kyushu/Okinawa]: Top 12 *Number of participants 3,039	

Rank	Company Name	Number of votes	Ranking in the previous year
1	IKK Holdings Inc.	235	1
2	THE NISHI-NIPPON CITY BANK, LTD.	160	3
3	Fukuoka Financial Group	145	2
4	Nishihara shokai Co., Ltd.	126	10
5	Cosmos Pharmaceutical Corporation	116	4
6	TOTO LTD.	109	7
6	Nishi-Nippon Railroad Co., Ltd.	109	5
8	KYUSHU ELECTRIC POWER CO., INC.	90	6
9	ANA FUKUOKA AIRPORT CO.,LTD.	86	8
10	KYUSHU ELECTRIC POWER CO., INC.	73	8
11	JR Kyushu Railway Company	64	11
12	Nishihara shokai Co., Ltd.	54	17

Popular Ranking of Employment Enterprises by Industry [Ceremony funerals]: Top 10

Rank	Company Name	Number of votes
1	IKK Holdings Inc.	235
2	BP Co., Ltd.	58
3	DEARS BRAIN	44
4	TAKAMI BRIDAL	29
5	TAKE AND GIVE. NEEDS Co., Ltd.	28
6	Treat Co., Ltd.	26
6	Memolead (Nagasaki, Saga, Fukuoka)	26
8	ANNIVERSAIRE INC.	16
9	Nihon Ceremony	14
10	Memolead (Nagasaki, Saga, Fukuoka)	12
10	Watabe Wedding Corporation	12
10	ESCRIT INC.	12

Survey: March 2025, 3rd grade students, graduate school graduates, 1st grade Survey period: October 1, 2023 to March 17, 2024

Survey Methods We conducted questionnaire announcements at job information websites such as "MYNAVI 2025" and employment information magazines published by MYNAVI, and at event venues sponsored by MYNAVI, and collected them on WEB questionnaire form.
\*Company popularity ranking is based on a series of 5 companies. \*Reasons for selection are multiple responses to select 2 items for 1 company.
• Valid responses 39,225



# Initiatives to Spread the Management Philosophy and Examples of Achievements (2)

Reference

## Appreciated for efforts to recruit and train talented "human assets"

Selected as 1 of the top rankings in a survey report conducted by OpenWork, which operates job market platforms for job seekers and job changes

#### <Service industry>

Employee satisfaction ranking, which leads to customer satisfaction

Rank	Company Name	Total score
1	Plan Do See Inc.	9.90
2	Recruit Zexy Navi Co., Ltd.	9.57
3	Oriental Land Co.,Ltd.	9.50
4	IKK Inc.	9.43
5	Starbucks Coffee Japan, Ltd.	9.39
6	MITSUKOSHI U.S.A., INC.	9.10
7	ANNIVERSAIRE Inc.	9.06
8	DOCOMO CS, Inc.	8.93
9	MARUI CO., LTD.	8.89
10	Bell-Park Co.,Ltd.	8.86

Compiled data from reports on companies with at least 1 year of employment, which responded to over 500 free descriptive items and 8 evaluation items.

Companies with 25 or more respondents were included in the company evaluation report for the service industry (calculation period: July 2007 to May 2018)

"Corporate Ranking with Women's Growth Environment"

Rank	Company Name	Growth environment Score
1	The P&G Japan Limited	26.295
2	Google LLC	26.190
3	Recruit Management Solutions Co., Ltd.	25.594
4	Goldman Sachs	25.436
5	Suntory Holdings Limited.	25.403
6	Salesforce.com Co., Ltd.	25.222
7	IKK Inc.	25.215
8	COSMOS INITIA Co.,Ltd.	25.026
9	J.P. Morgan	25.014
10	The Prudential Life Insurance Co., Ltd.	24.940

■ Of the 185,201 corporate assessment reports posted on OpenWork by female employees, 1281 companies with 30 or more respondents were surveyed (calculation period: July 2007 to July 2021)

In addition to the 5-level scores of "Appropriateness of personnel evaluation," "Growth environment in the 20s," "Long-term development of human resources," "Satisfaction with treatment," and "Motivation of employees," which are important in measuring career growth, free answers of "Ease of working for women" and "Satisfaction and growth" are analyzed by machine learning to convert them to scores.

\*\* Since the scores and numbers of word-of-mouth comments in the rankings are the figures at the time of aggregation, they may differ from the figures listed in the "OpenWork" section.



## Initiatives to Promote Management Philosophy and Examples

of Achievements (3)

Reference

Items selected as rewarding companies with particularly high evaluations

- Great Place to Work(R) Selected for 7 consecutive years since 2013 in the 2019 "Companies with Rewarding Work" ranking conducted by Institute Japan
- Create a rewarding work environment based on annual employee surveys



- In this company, employees are entrusted with responsible work
- With the company's vision for management and managers Clarify the process of realizing this



- I am proud of the work we are doing as a whole.
  I think this company contributes to the local community and society.
- 87% (mean \*80%) 88% (mean \*76%)

90% (mean \*\*86%)

85% (mean \*\*78%)



- In this company, if there is something special, We're all celebrating.
  - Be a company that can feel a sense of unity

88% (mean <sup>\*\*</sup>84%)

%2019 Average of Best Company Mid-sized Companies that are "rewarding companies"



## Initiatives to Spread the Management Philosophy and Examples

of Achievements (4)

Reference

Promoting the creation of a comfortable working environment where women can play an active role

- Creating a comfortable working environment for female employees
- Of the Development Bank of Japan's DBJ Health-Management Rating in recognition of the creation of a comfortable working environment Acquisition of "first" credit ratings in the wedding industry
- The ratio of female directors is 18.2%, and the ratio of managing directors is 29.6%, Personnel promotion based on personnel evaluation based on the philosophy
- Established a 16-day continuous vacation system to encourage employees to take paid vacations
- Establishment of a mental health contact point and open-ended response system within the company To employees by conducting regular questionnaire surveys Start to improve downloading
- Conducting blood tests and gynecologic examinations in addition to routine medical examinations In addition to providing subsidies, GLTD (group long-term disability coverage) Introduced the system as part of welfare programs (since November 2022)
- Introduction of the Lunalna Office, a femtech service
  - Provided videos of seminars under the supervision of a gynecology physician to all employees, regardless of gender Online medical service specializing in obstetrics and gynecology Visiting gynecology Implemented support and effectiveness verification for improvement of menstruation-related conditions

#### **%** Outline of DBJ Healthcare Management Rating

This is the world's first loan menu to introduce a specialized method of "Health and Productivity Management Rating," which involves evaluating and selecting companies with outstanding employee health-conscious initiatives and setting loan terms according to those evaluations using the Development Bank of Japan's own evaluation system.





Reference

### Acquired ISO22000:2005 certification, the first international standard for food safety management systems in the hotel and wedding industries

Strengthen safety measures by positioning "safety and security" for customers as a top priority in cooking operations

In order to fulfill our corporate responsibility for the prevention of food accidents and the food management system,
 Focus on the preparation and operation of hygiene standard operating procedures (SSOP) based on Food Sanitation Control Standards (PRP)

Establishment of the Food Safety Management System (FSMS) through Cooking and Service Collaboration

- Request product specifications from suppliers to procure safe foodstuffs and foods
- Thorough management of the cooking process to provide safe dishes and continuous record
- Strictly adhere to the level of control over FSMS built by all staffs
- Acquired ISO22000:2005 certification at 3 Lalachance Hakata no mori facilities (August 2009)



"ISO22000": An international standard for food safety management systems that combines HACCP's food hygiene management methods with the quality management methods of ISO9001, an international standard for quality management systems



## Developing a wedding business in Indonesia as the first step in our overseas expansion strategy

- Expansion against the backdrop of the penetration of the culture of weddings in the countries of pro-Japanese, developing countries
- Expanding Wedding Know-how in Japan Overseas
- Offering weddings and reception for local customers





### **Corporate Profile**

Trade Name	PT INTERNATIONAL KANSHA KANDOU INDONESIA			
Address	Jakarta, indonesia			
InHoldings	2017 January			
Common stock	Rp. 50 billion			
• Started offe	ering Japanese food in August 2024, differentiating ourselves from			

- Started offering Japanese food in August 2024, differentiating ourselves from competitors Aim at
- Aiming to open 1 new store per year in Jakarta Careful implementation of sales

office development





## Entry into the photo business by adapting to the diversity of the wedding industry

- Entered the photo business to deliver important memories of family members to the future, and photographed by a group of photographers with a large number of award winners both domestically and overseas
- Aiming to capture demand for commemorative photographs, etc.



## Ambihone

Market Environment				Corporate Profile		
In 2023 Number of wedding couples	Photo wedding and pre- take rates	Number of couples held	X	vedding and age costs	Trade Name	Ambihone inc.
474,741 pairs	70.6%	335,167 pairs	259	,328 yen	Address	6-5, Katamine 3-chome, Shime-cho, Kasuya-gun, Fukuoka
		Mar	·ket size	;	InHoldings	November, 2021
Source: 2023 Vital Statistics, Ministry of Health, Labour and Welfare       86.9 billion yen       Common stock         Source: Survey 2024(Photorait of Photo Wedding Trends)       Common stock       Common stock				x 25 million yen		
<complex-block></complex-block>					<ul><li>Opened</li><li>Plannin</li><li>Targetin</li></ul>	I in Osaka City, Osaka in August 2022 I in Nagoya City, Aichi, in March 2023 og to open a new store in Shinjuku-ku, Tokyo in 2025 ng cities with a population of 0.5 million or more, ively cultivating sales offices to open 1-2 stores per



□ Morinoiro brand includes Hakata-no-Mori premium Raw Barm, a signage product, as well as chocolate cakes



Aiming to contribute to local communities by creating Kyushu-Fukuoka leading sweets village by 2028 as a vision

and cheese cakes.

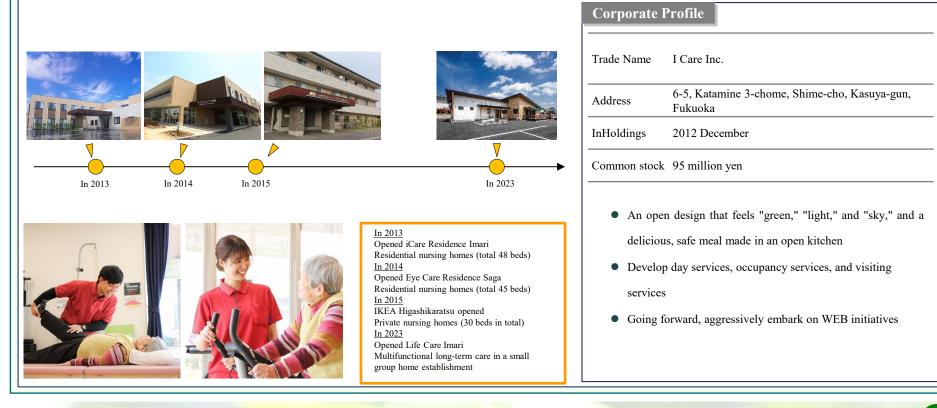


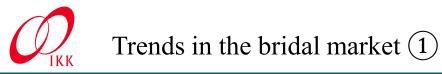
## To become an indispensable company in Saga by contributing to local communities

- Leveraging the expertise cultivated in the wedding business in areas such as delicious cooking and human resource development
- Operates 4 different types of facilities in Saga
- Contributing to local communities and people's lives

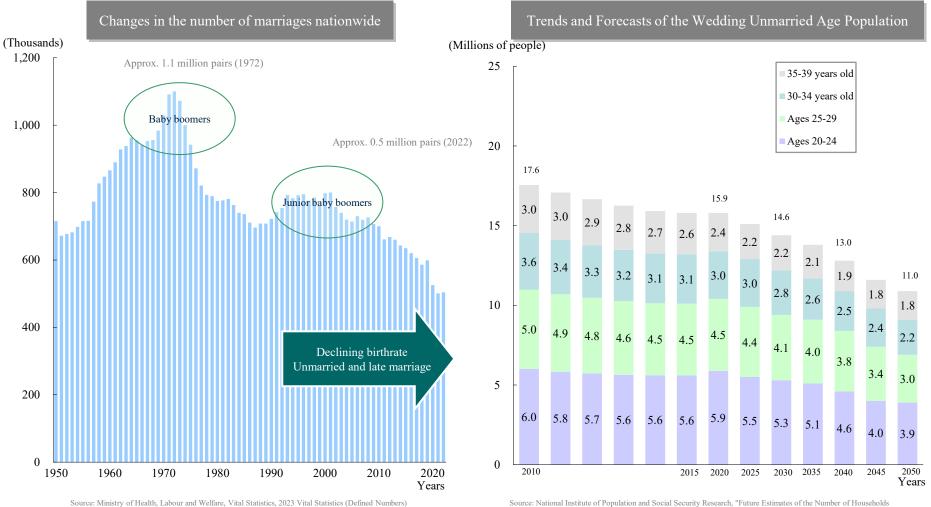


Reference



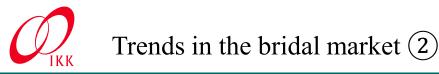


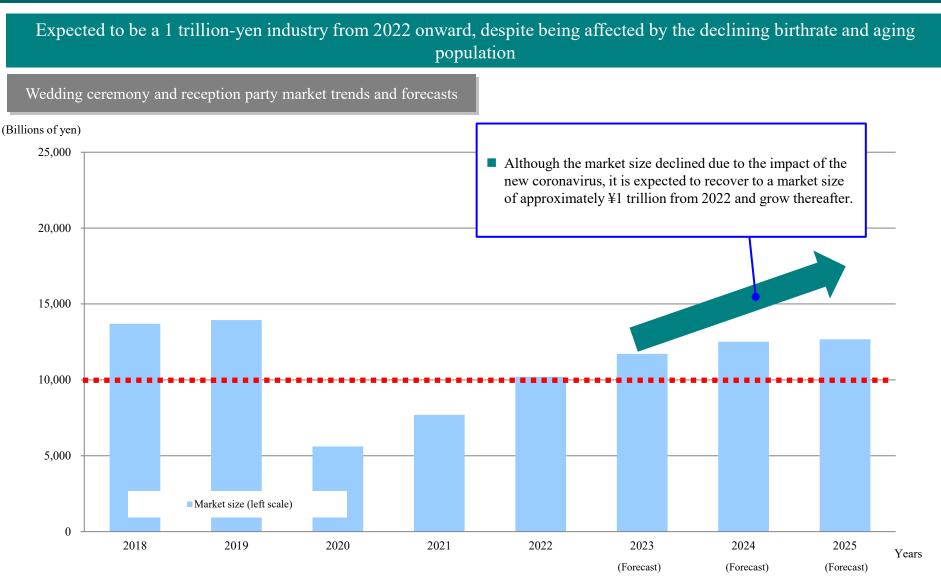
Against the backdrop of a declining birth rate and a decline in the number of weddings and reception destinations, the number of weddings will continue to decline gradually.



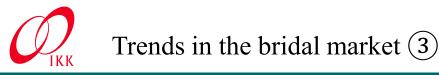
Source: Ministry of Health, Labour and Welfare, Vital Statistics, 2023 Vital Statistics (Defined Numbers)

in Japan (National Estimates)." (2024 Reiwa 6 Estimate) Population by Marginal Relationship, by Gender and Women's Age Range of 5 Years

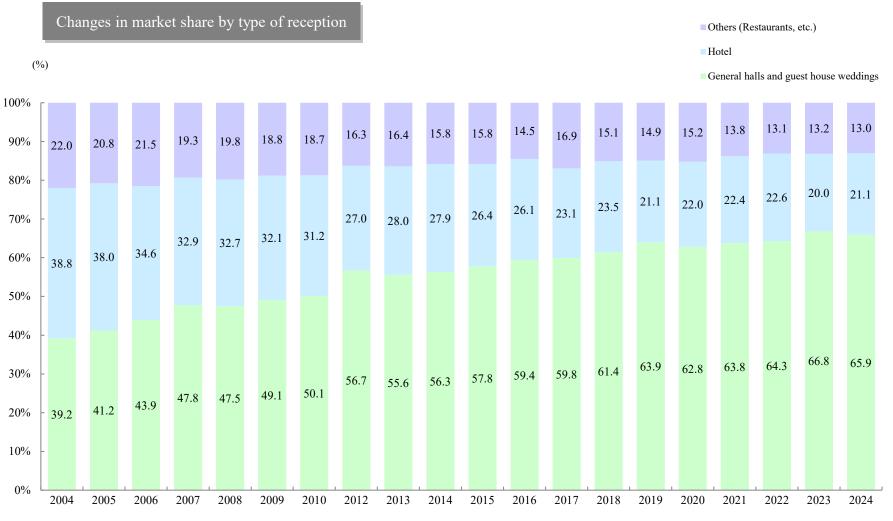




Source: Yano Research Institute Ltd., Bridal Industry Yearbook 2023, Note: Forecasts as of March 2024



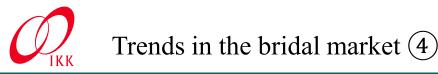
Original weddings and reception-oriented, not constrained by tradition or formality, increased share of the house wedding market



Source: Zexy, Wedding Trend Survey 2024 (estimated figures) Held at reception and wedding parties

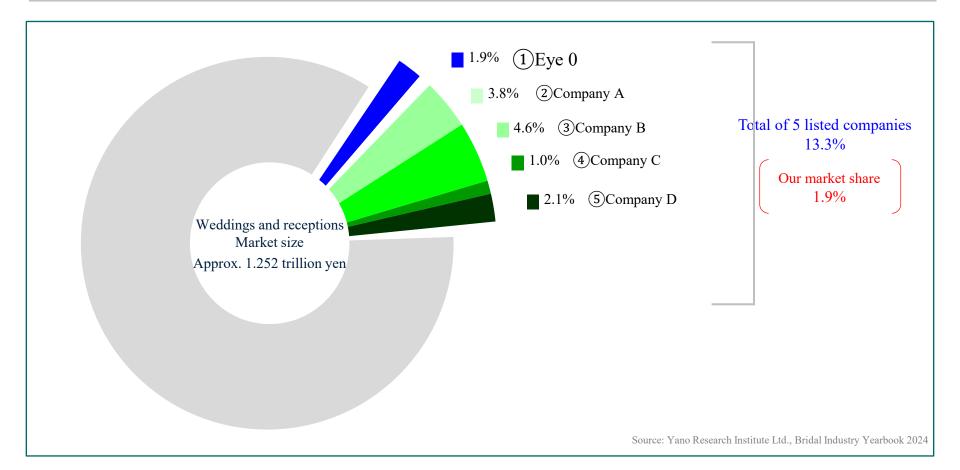
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Years



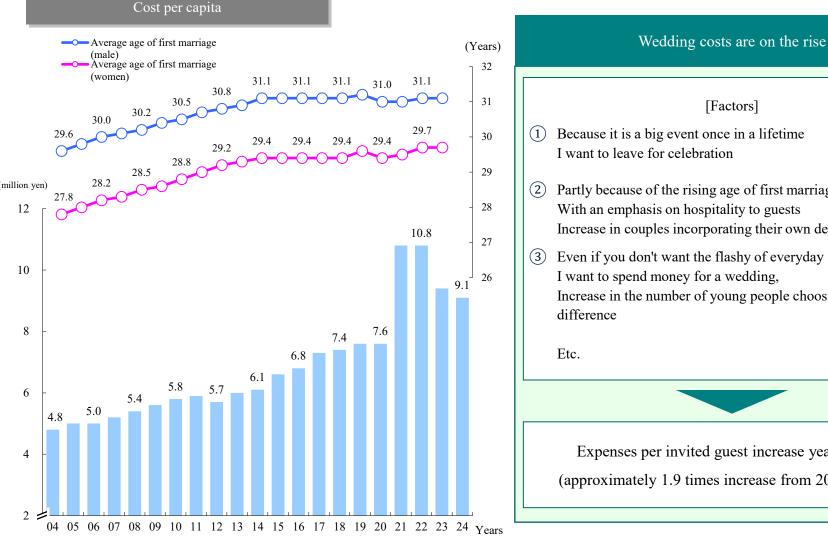
In the wedding market, oligopolization by the top companies has not progressed, and room for share expansion is large and attractive.

Share of the total number of weddings and reception couples held by the 5 listed companies



Reference

Average First Wedding Age and Wedding Invitees



[Factors] Because it is a big event once in a lifetime I want to leave for celebration Partly because of the rising age of first marriage, With an emphasis on hospitality to guests Increase in couples incorporating their own dedication (3) Even if you don't want the flashy of everyday life, I want to spend money for a wedding, Increase in the number of young people choosing and making a

Expenses per invited guest increase year by year (approximately 1.9 times increase from 2004 to 2024)

Source: Zexy "Wedding Trend Survey 2024" Total cost of weddings, reception and reception party per invitee (Tokyo metropolitan area), Ministry of Health, Labour and Welfare "2023 Vital Statistics"



Notes, etc. in this document

- This presentation material contains statements and materials that indicate the future outlook for the performance, strategies, business plans, etc. of Eye KK Holdings Co., Ltd. (hereinafter "the Company").
- These forward-looking statements and materials are not historical facts, but rather are projections made by the Company based on information available at the time of publication.
- It also includes potential risks and uncertainties, such as economic trends and the state of competition with other companies. As a result, actual results, business developments or financial conditions may differ materially from the forward-looking statements due to a variety of factors, including future economic trends, competition in the industry, market demand, and other economic, social, and political conditions.



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