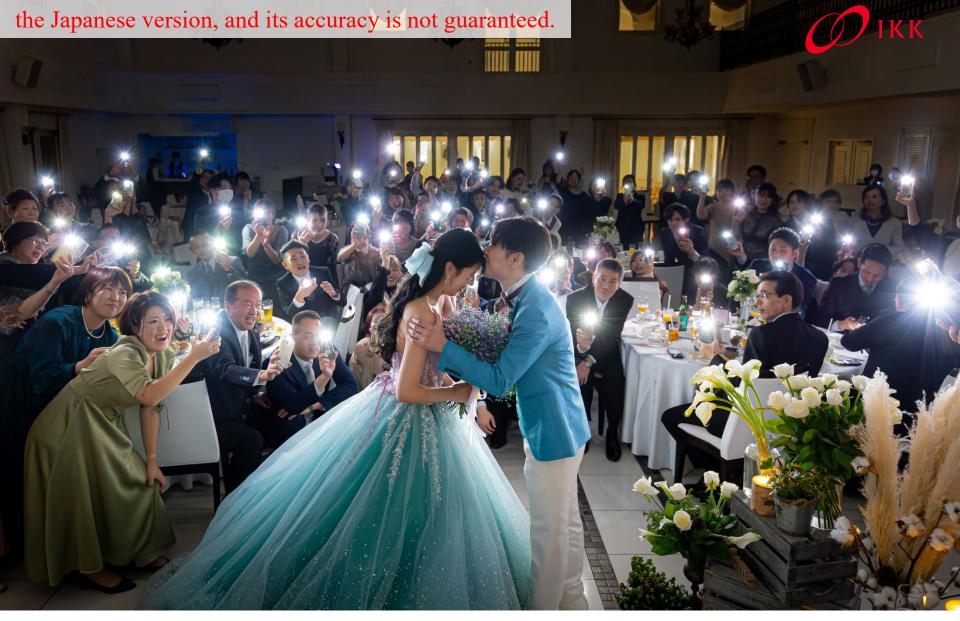
The English version of this is a reference translation of the Japanese version, and its accuracy is not guaranteed.



Results of Operations for the Second Quarter of the Fiscal Year Ending October 31, 2025

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



I. 2Q FY2025 Consolidated Financial Highlights







New record high in unit price

Sales and profits exceeded forecasts, and orders for the next fiscal year also remained firm.

Sales were 10.505 billion yen (down 4.5% year on year, up 1.5% year on year)

In the wedding business, despite a decrease in the number of couples married compared to the plan, the enforcement unit price reached a record high of 4,143 thousand yen (up 82 thousand yen compared to the plan).

In the photo business, both the number of couples married and the average price per couple sold remained at a high level, surpassing the plan

Operating income was 360 million yen (down 62.4% year-on-year, up 20.3% year-on-year)

In addition to steady sales, gross profit margin improved in the wedding and photo businesses. Personnel expenses exceeded the budget but exceeded the plan due to a review and reduction of other expenses.

Profit attributable to owners of parent Interim net income was 197 million yen (-68.4% YoY, +97.5% vs. plan)

The number of couples in backlog (as of the end of April 2025) was 4708 couples (-2.5% year on year)

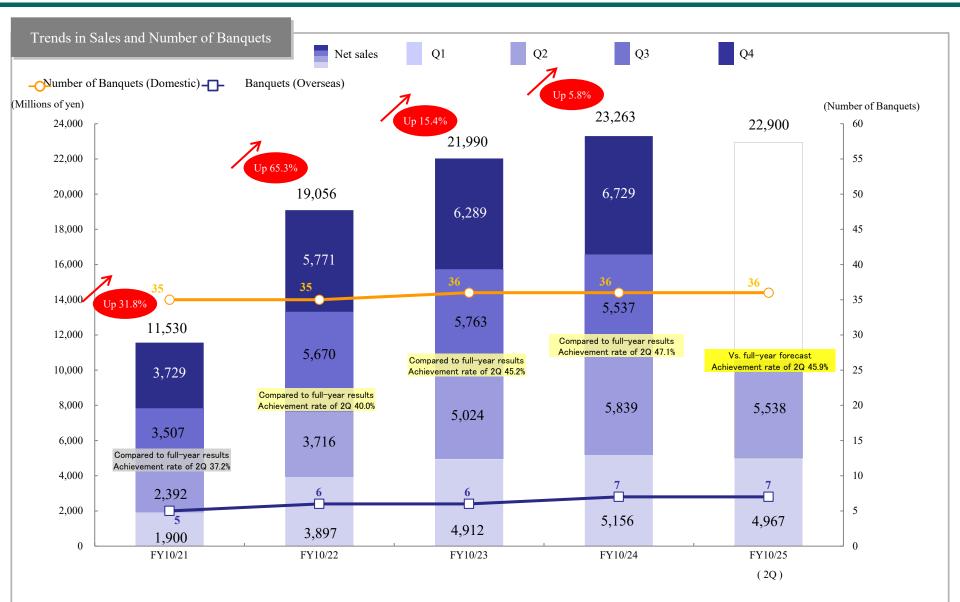
Strategically invest in advertising to improve the number of couples receiving orders As a result, the number of couples ordered gradually improved, and the order backlog from the next fiscal year onward trended up 3.3% year on year.



		October 202 (2)		Fiscal year ended October 2025 (2Q)					
				ar tota (Composition	From the preceding year		
		Amount (Millions of yen)	Composition ratio (%)	Initial target (Millions of yen)	Amount (Millions of yen)	ratio (%)	Change (Millions of yen)	Rate of change (%)	
Net sales		10,996	100.0	10,350	10,505	100.0	▲490	▲4.5	
	Wedding business	10,325	93.9	-	9,728	92.6	▲ 597	▲ 5.8	
	Nursing care business	312	2.8	-	324	3.1	12	3.9	
	Food Business	146	1.3	-	220	2.1	74	51.0	
	Photo business	323	2.9	-	406	3.9	82	25.6	
	Wedding brokerage business	7	0.1	-	-	-	-	-	
	Gross profit	6,577	59.8	6,050	6,335	60.3	▲242	▲3.7	
	SGA cost	5,617	51.1	5,750	5,974	56.9	357	6.4	
	Operating income	960	8.7	300	360	3.4	▲ 599	▲ 62.4	
	Ordinary income	973	8.9	305	379	3.6	▲ 594	▲61.0	
	Profit attributable to owners of parent Net income	625	5.7	100	197	1.9	▲428	▲ 68.4	
	Per share Interim net income (yen)	21.77	-	3.50	6.87	-	-	-	

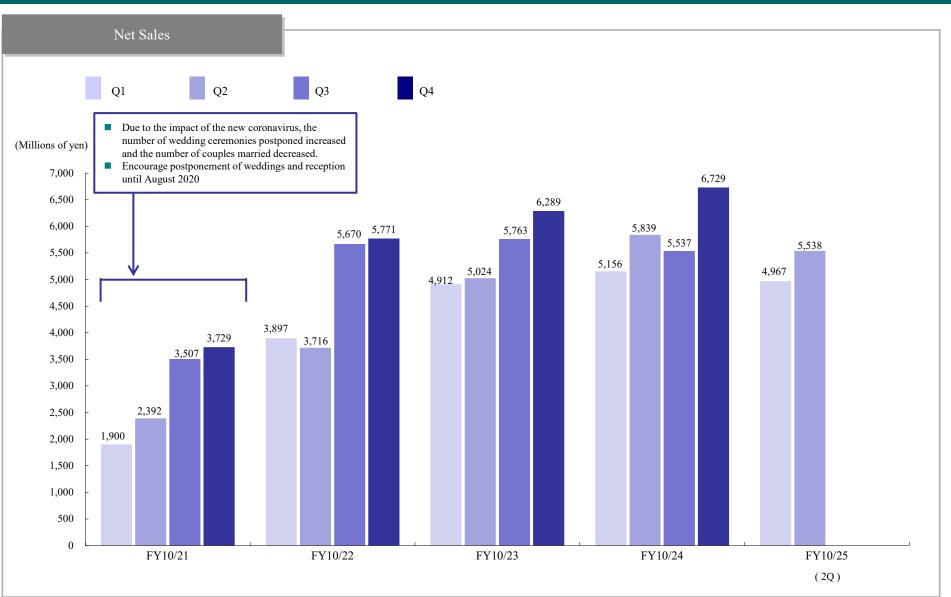


I. FY 2025.10 2Q Results





Trends in Net Sales (Quarterly)





Wedding Business Situation

		FY10/24	FY10/25	From the pro	eceding year	Trends	n numb	er of c	ouples	s married a	nd un	it price	e		
		2Q performance	2Q performance	Change	Rate of change (%)	Num	ber of cou	iples ma	rried (c	ouples)					
W	vedding business sales (Millions of yen)	10,325	9,728	▲ 597	▲ 5.8	-O- Effec	tive unit p			yen) -high executio	n unit pi	ice	->/^	4,143	(thousand yen)
	Domestic branches	20	20	0	0.0	(pairs)				3,798		3,986	J.	0.0	4,200
	^{*1} of stores abroad	6	6	0	0.0	(pairs) 6,500	ſ		3,608	0					- 3,800 - 3,600
Nui	nber of couples married (couples)	2,583	2,331	▲252	▲9.8	6,000 5,500	3,215	5		5,515		5,462		5,245	- 3,400
	Domestic	2,524	2,272	▲252	▲10.0	5,000	-		5,088					,	3,000
	Overseas	59	59	0	0.0	4,500	-								
*2	of sets of orders (sets)	2,539	2,566	27	1.1	3,500	- 3,381								
Or	der backlog ^{%2} (group)	4,830	4,708	▲122	▲2.5	3,000 2,500	-							2,331	
1	Price ^{%3} (¥ thousand)	3,976	4,143	167	4.2	2,000									
×1 N	%1 Number of overseas stores includes outsourcing stores					1,000	-								
wo π	(2) The number of courses ordered and the number of courses backles also includes results from the Oversees Wedding						-								

- **2 The number of couples ordered and the number of couples backlog also includes results from the Overseas Wedding Business
- %3 Unit prices are calculated excluding "general banquets," "cancellation fees," and "overseas wedding business."

FY10/22

FY10/23

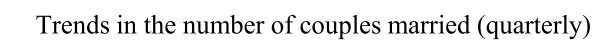
FY10/24

FY10/25

(2Q)

FY10/21

0



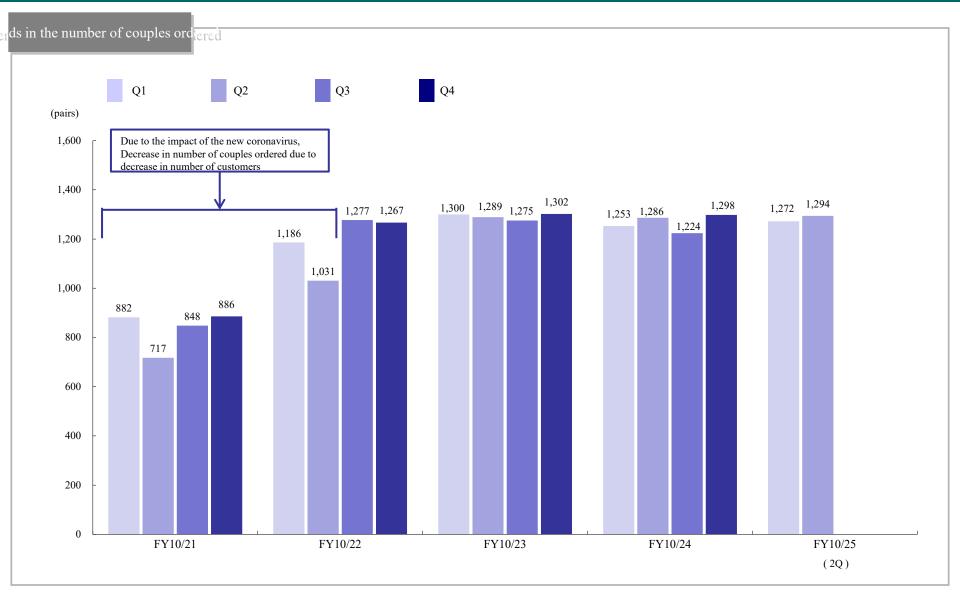
I. FY 2025.10 2Q Results



*Including the number of couples married in overseas operations



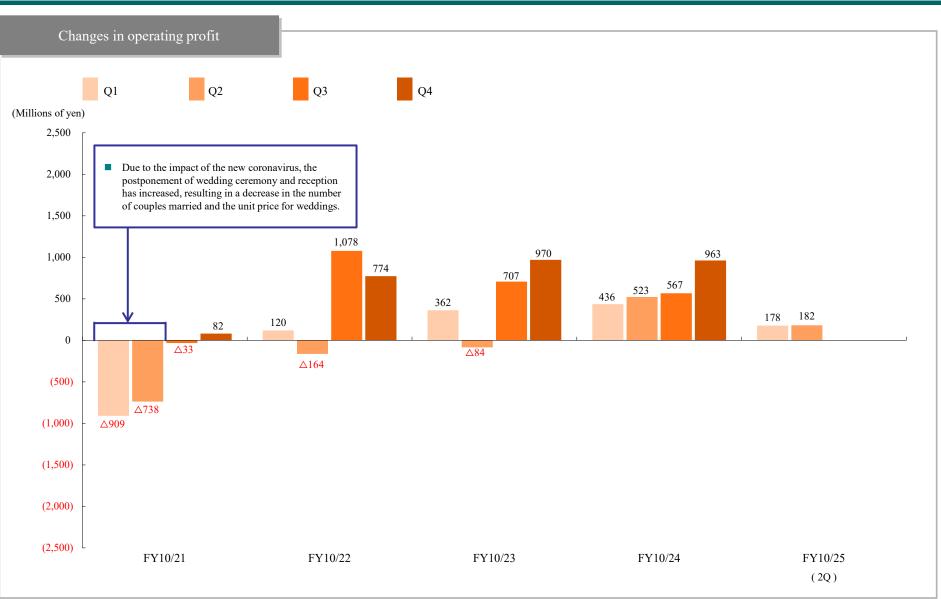
I. FY 2025.10 2Q Results



*Including the number of couples ordered in the overseas business



Operating Income (Quarterly)





Gross Profit and SG&A Expenses

I. FY 2025.10 2Q Results

(%)

50

40

30

20

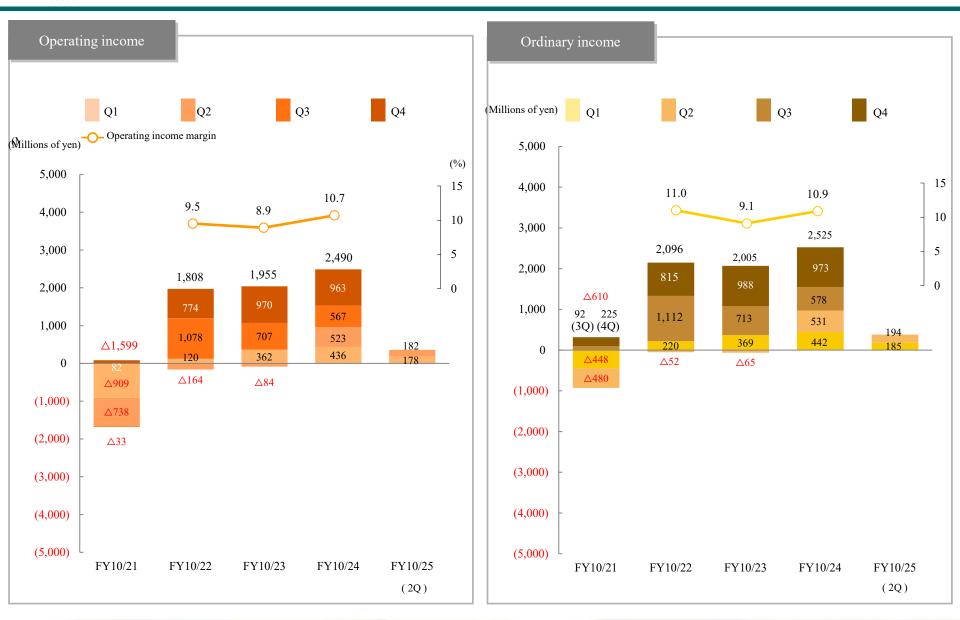
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0



Changes in Operating Income and Ordinary Income

I. FY 2025.10 2Q Results

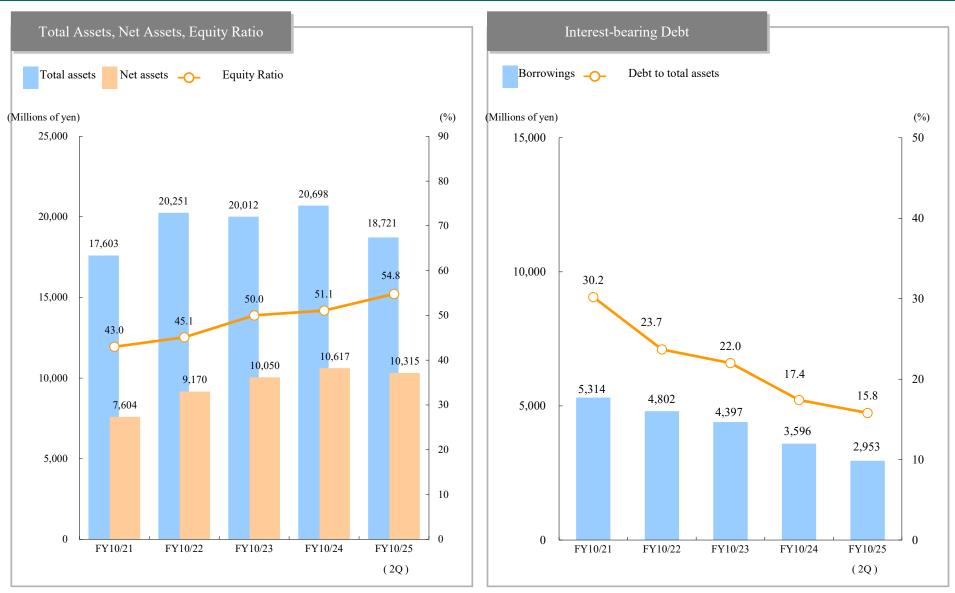




Consolidated Balance Sheet Summary

	As of the end of Oc	tober 2024	End of Q2 FY10/2025				
	Amount (Millions of yen)	Composition ratio (%)	Amount (Millions of yen)	Composition ratio (%)	Change (Millions of yen)		
Current assets	7,797	37.7	5,223	27.9	▲2,573		
(Cash and deposits)	6,729	32.5	4,026	21.5	▲2,703		
(Trade receivables)	364	1.8	338	1.8	▲26		
Fixed assets	12,901	62.3	13,497	72.1	595		
(Property, plant and equipment)	10,652	51.5	10,443	55.8	▲208		
Total assets	20,698	100.0	18,721	100.0	▲1,977		
Current liabilities	5,818	28.1	4,651	24.8	▲1,167		
(Trade payables)	977	4.7	699	3.7	▲277		
(Income taxes payable)	457	2.2	163	0.9	▲294		
Long-term liabilities	4,262	20.6	3,754	20.1	▲ 507		
Total liabilities	10,081	48.7	8,405	44.9	▲1,675		
(Interest-Bearing Debt)	3,596	17.4	2,953	15.8	▲ 643		
Total net assets	10,617	51.3	10,315	55.1	▲302		
Total liabilities and net assets	20,698	100.0	18,721	100.0	▲1,977		

Financial Condition



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

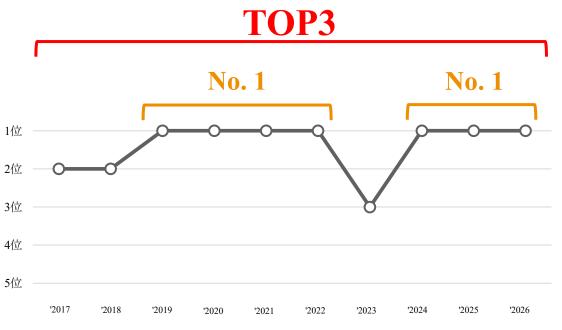
İKK



Ranked No. 1 for the third consecutive year in the popularity ranking of employers. Contributing to the recruitment of talented human resources

- Acquired first place in Mynavi and Nikkei's 2026 university graduate employment ranking in the Kyushu and Okinawa areas
- Ranked No. 1 for the 2011th consecutive year in [Ceremony Ceremony] Popular Company Ranking by Industry*Change in Calculation Method
- In April 2025, 120 new graduates joined IKK HD
- Popular Ranking of Employment Enterprises by Region of Head OffineRanked in TOP3 for 2010 consecutive years (ranked first for 4 consecutive years for 2018-2022 and first for 3 [Kyushu-Okinawa]: Top 5 * 2837 persons targeted consecutive years for this time)

Rank	Company Name	Number of votes
1	IKK Holdings	178
2	THE NISHI-NIPPON CITY BANK, LTD.	161
3	Fukuoka Financial Group	142
4	JR Kyushu Railway Company	124
5	Cosmos Pharmaceutical Corporation	115





Concluded comprehensive cooperation agreements with Dazaifu City, Fukuoka Prefecture, Arita Town, Saga Prefecture, and Hasami Town, Nagasaki Prefecture

- Entered into a comprehensive partnership agreement to coordinate activities such as wedding and matchmaking support and tourism promotion activities with the aim of revitalizing local communities and improving citizen services
- Going forward, the Company's policy is to continue to aggressively implement initiatives, focusing on areas where stores are opened, and aims to contribute to local communities as a company

Results of Comprehensive Collaboration Agreements

Concluded with a total of 6 local governments

Fukuoka Prefecture

Ogori City (February 2024) Dazaifu City (December 2024)

Saga Pref.

Imari City (March 2024) Tosu City (July 2024) Arita-cho (December 2024)

Nagasaki Prefecture

Hasami-cho (April 2025)

- Pre-taken photographs are given by lottery to visitors at Dazaifu City Hall. (Films can also be taken from designated cultural properties in the city)
- Those who register at Imari City Hall and Tosu City Hall will be selected by lottery to receive a pre-shoot photo shoot.
- Provide engagement photos to all people registered at the Arita Town Hall
- Those who register at Ogori City Hall will be selected by lottery to receive a free Meitokuan product.



Dazaifu-shi, Fukuoka 🛦



Tosu-shi, Saga 🔺



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

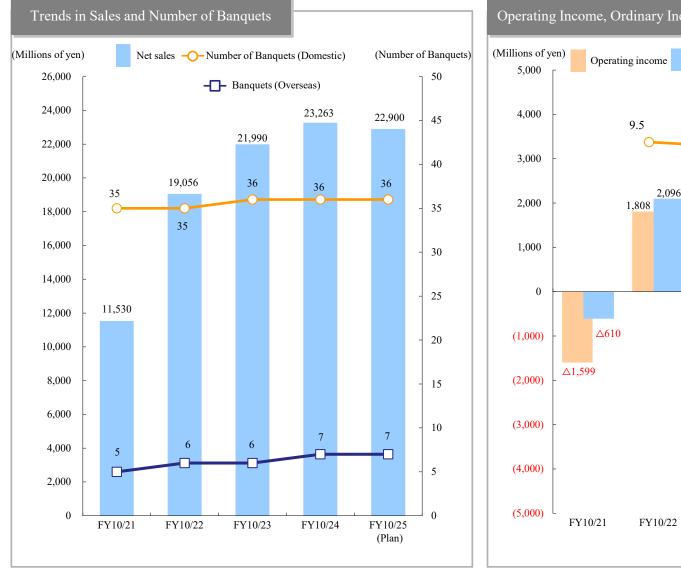
	October 2024 fi	scal year	Fiscal year ended October 2025				
	Amount	Composition	. I.	Compositi	YoY change		
	Amount (Millions of yen)	ratio (%)	Planning (Millions of yen)	on ratio (%)	Change (Millions of yen)	Rate of change (%)	
Net sales	23,263	100.0	22,900	100.0	▲ 363	▲1.6	
Gross profit	14,024	60.3	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	-	-	-	

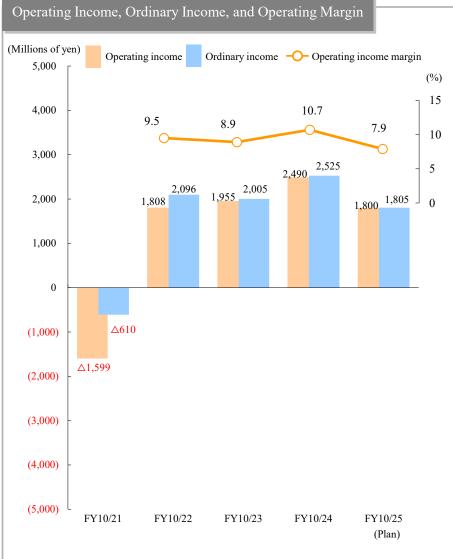
Forecast of Net Sales, Operating Income, and Ordinary Income

II. 2025.10 Forecast

(Consolidated)

KK





*Banquets (overseas) include the number of affiliated stores



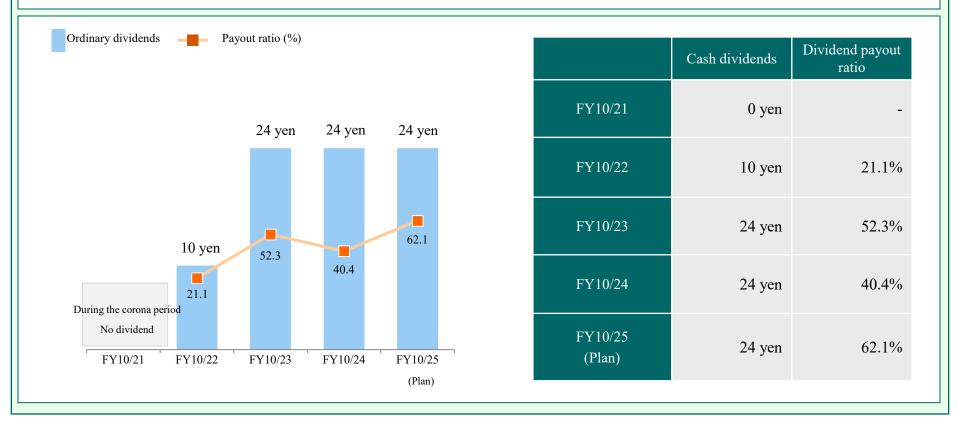
Outlook for store opening plans and numbers of couples married, capital investment and depreciation

	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	Winter 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



Facility Name Lalachance Geihinkan (tentative)

Address	Nishikoen, Chuo-ku, Fukuoka-shi, Fukuoka
Date of opening	Winter 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

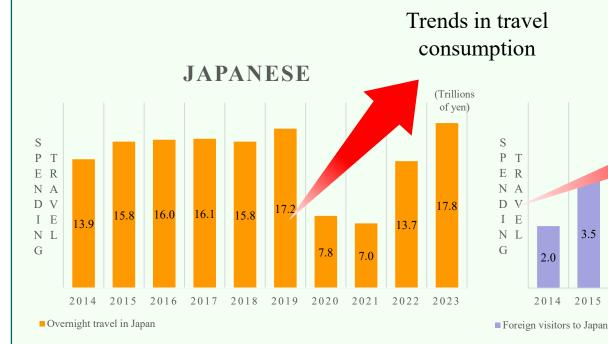
2016

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]

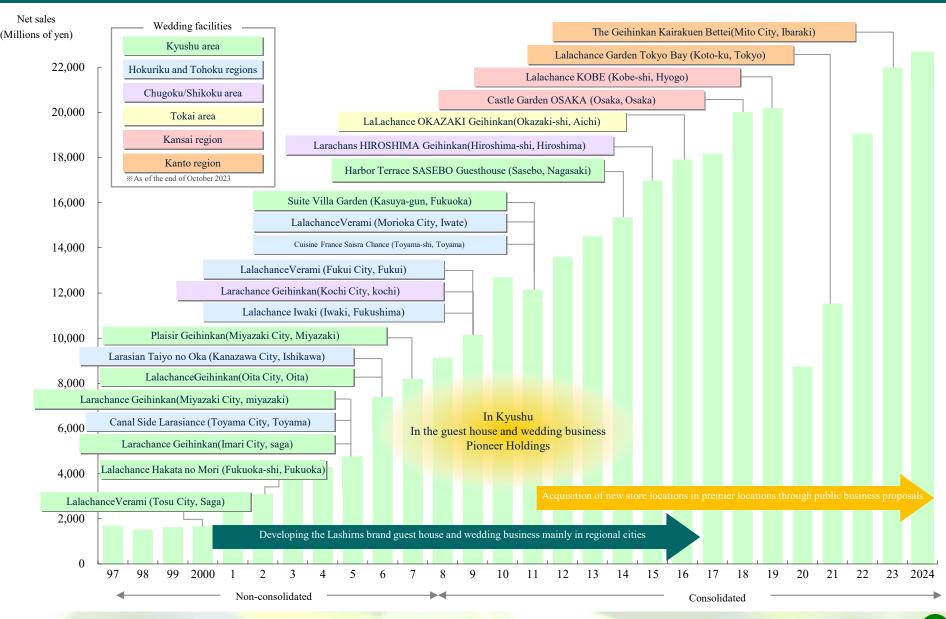
For the smiles of those with whom we have a relationship

[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)

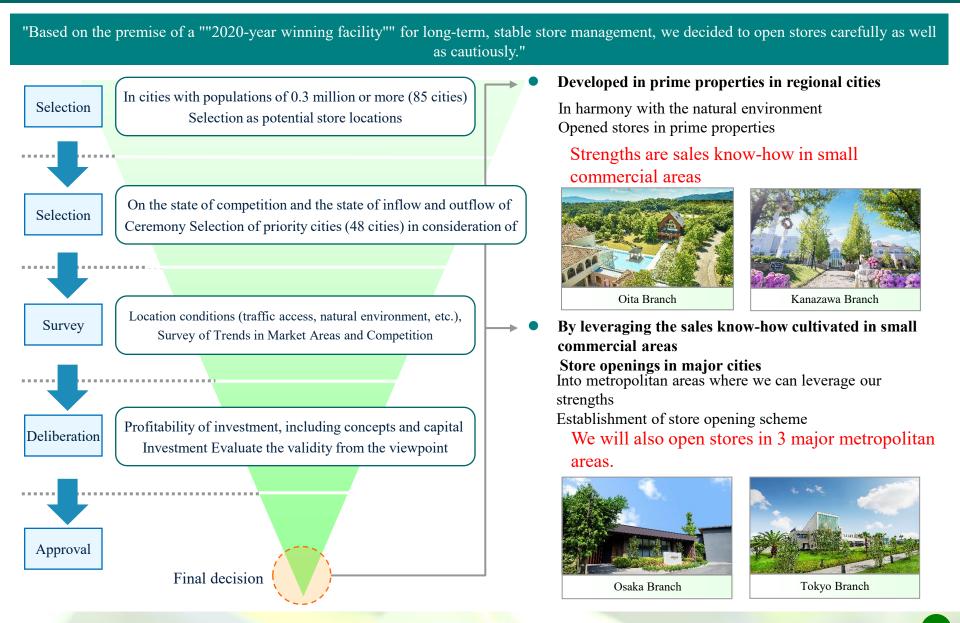
4 stores in the Hokuriku area

- · 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

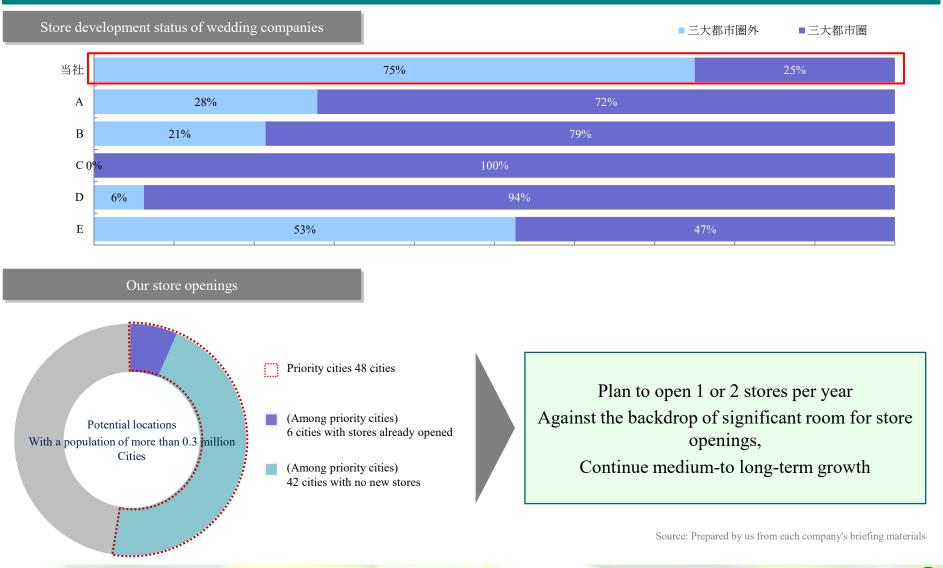
- · LaLachance State Guest House/Imari Geihinkan(Imari City, Saga)
- · LalachanceVerami (Tosu City, Saga)
- · Lalachance Hakata no Mori (Fukuoka City, Fukuoka)
- · LalachanceGeihinkan(Oita City, Oita)
- · Larachance Geihinkan(Miyazaki City, miyazaki)
- Plaisir Geihinkan(Miyazaki City, Miyazaki)
- · Harbor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







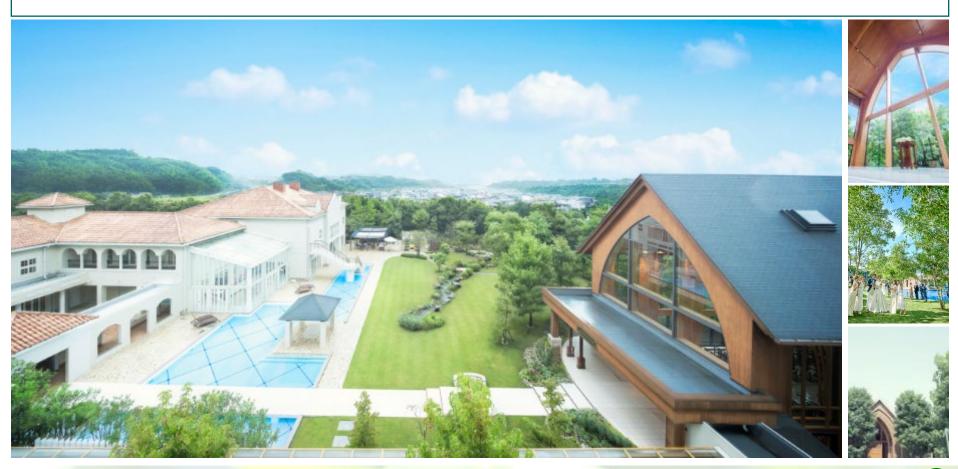
Continue medium-to long-term growth backed by significant room for store openings in the 3 major metropolitan areas





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"





Sasebo

Harbor Terrace SASEBO Geihinkan

Osaka

(Osaka City 2,757,000)

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)





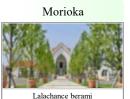
(Oita City 474,000)





Kochi

(Toyama City 406,000)



(Morioka City 280,000 persons)

Tokyo



(Koto-ku, 539,000 persons)





(Kobe City 1,500,000)



Lalachance Iwaki

(Iwaki City 306,000)

Fukui



(Fukui City 255,000)

Okazaki





(Hiroshima City 1,178,000)



3 Banquet or more



Toyama



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

Fukuoka (4 Banquet)



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



(Mito City 268,000)

• 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

















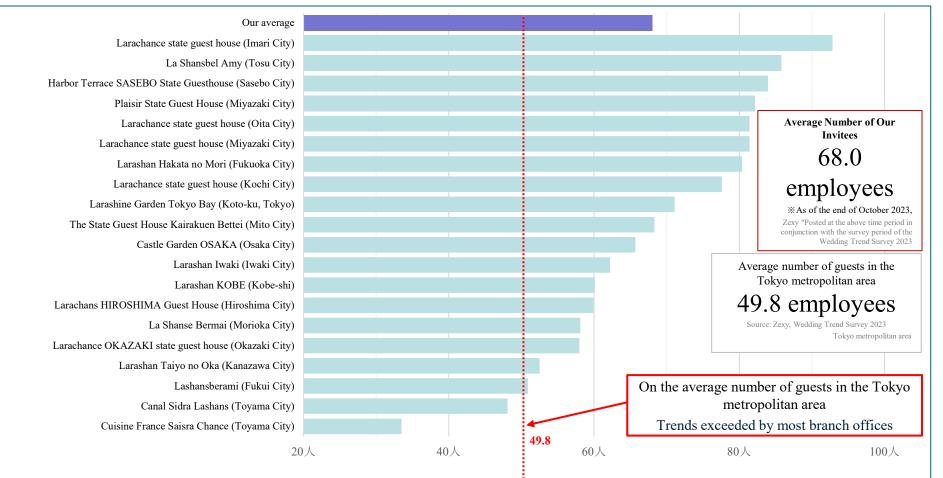
Imari



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.





Initiatives to Spread Management Philosophy and Examples of Achievements (1)

Successful efforts to recruit and cultivate talented human resources

- In the "Mynavi-Nikkei 2026 Popular Ranking for University Graduates Employment Companies" by region of head office [Kyushu-Okinawa] Acquired first place for 3 consecutive years
- Ranked No. 1 for 2011 consecutive years in the company's popularity ranking by industry [Ceremony Funerals]

Popular Ranking of Employment Enterprises by Region of Head Office [Kyushu/Okinawa]: Top 10 *Number of Target Employees 2,837

Rank	Сотрапу Name	Number of votes	F
1	IKK Holdings Inc.	178	
2	THE NISHI-NIPPON CITY BANK Inc.	161	
3	Fukuoka Financial Group	142	
4	JR Kyushu Railway Company Inc.	124	
5	Cosmos Pharmaceutical Corporation Inc.	115	
6	Nishi-Nippon Railroad Co Inc.	108	
7	Nishihara shokai Co Inc.	94	
8	KYUSHU ELECTRIC POWER CO Inc.	85	
9	TOTO Inc.	84	
10	Fukuoka Toyota Motor Inc.	83	

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

Rank	Company Name	Number of votes
1	IKK Holdings Inc.	178
2	TAKAMI BRIDAL	22
3	Treat	21
4	Brass	19
5	Arcvel / Crott	18
7	TAKE AND GIVE NEEDS	15
8	Memorydo (Nagasaki, Saga, Fukuoka) / Watabe Wedding	13
10	Ai Plan / Anniversaire/Nagataya / BP / Heian-kaku (Ichinomiya)	11

Survey Targets Third-Year Graduates and First-Year Graduate School Graduates in March 2026 (as of the start of the survey)

Survey period October 1, 2024-March 2025, 2025

Job information websites "MyNavi 2026" and "MyNavi Kokusai Seijin Job" announced at the event venues held by MYNAVI and students with Nikkei ID scheduled to graduate from March 2026, and collected through a questionnaire form on the website. Company popularity ranking is based on a series of reports from 5 companies. Company selection is based on 2 items selected for each company.

Valid responses: 35,419



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 ^{**}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
	Market size InHoldings November, 2021				November, 2021	
Source: 2023 Vital Statistics, Ministry of Health, Labour and Welfare 86.9 billion yen Common stock 25 million yen			x 25 million yen			
<section-header></section-header>			 Opened in Osaka City, Osaka in August 2022 Opened in Nagoya City, Aichi, in March 2023 Planning to open a new store in Shinjuku-ku, Tokyo in 2025 Targeting cities with a population of 0.5 million or more, aggressively cultivating sales offices to open 1-2 stores per year 			



□ 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.

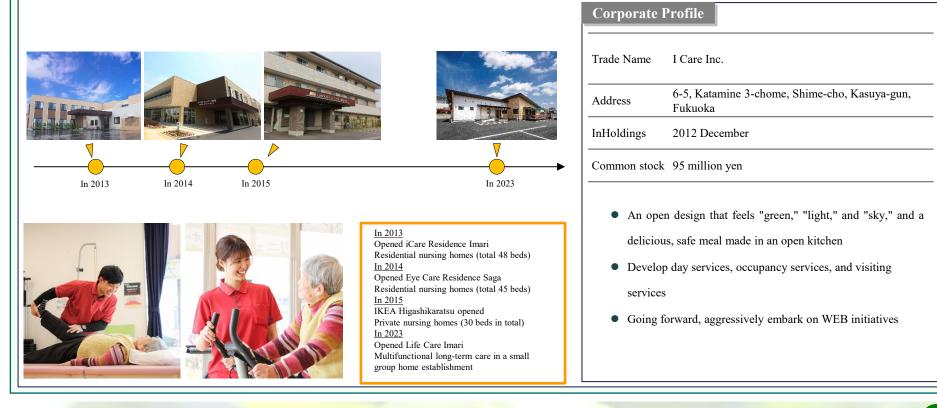


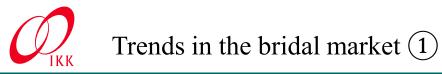
To become an indispensable company in Saga by contributing to local communities

- 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

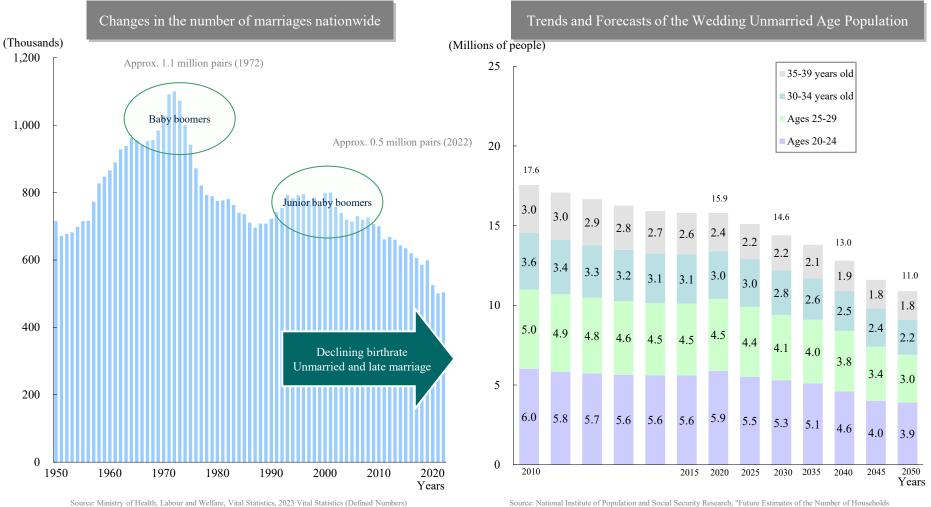


Reference



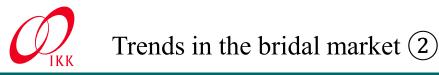


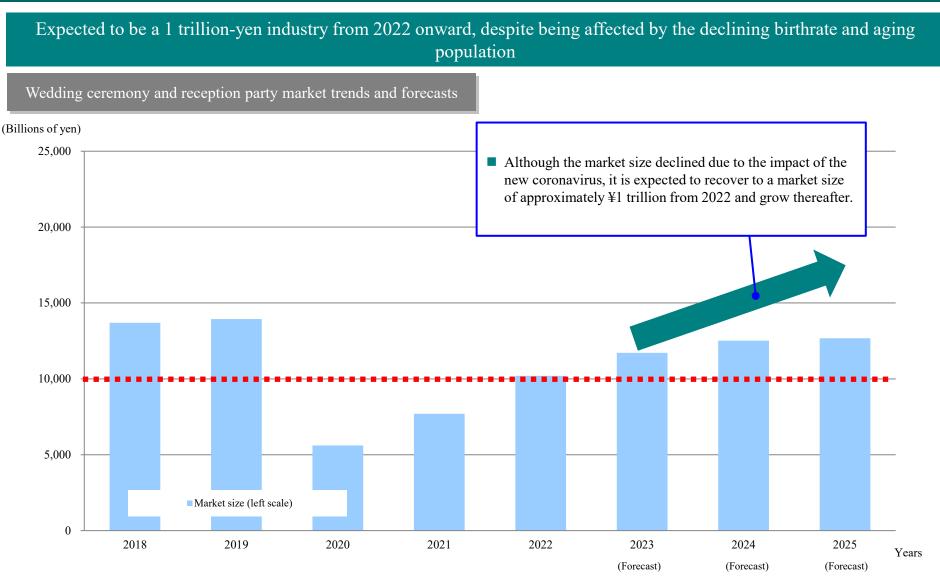
Against the backdrop of a declining birth rate and a decline in the number of weddings and reception destinations, the number of weddings will continue to decline gradually.



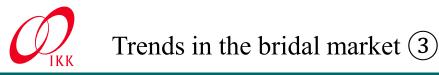
Source: Ministry of Health, Labour and Welfare, Vital Statistics, 2023 Vital Statistics (Defined Numbers)

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

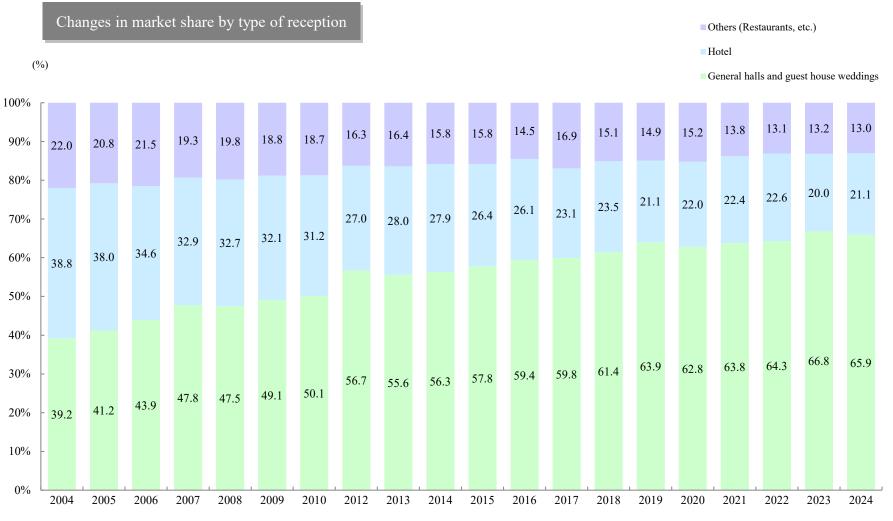




Source: Yano Research Institute Ltd., Bridal Industry Yearbook 2023, Note: Forecasts as of March 2024



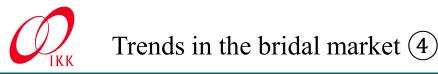
Original weddings and reception-oriented, not constrained by tradition or formality, increased share of the house wedding market



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

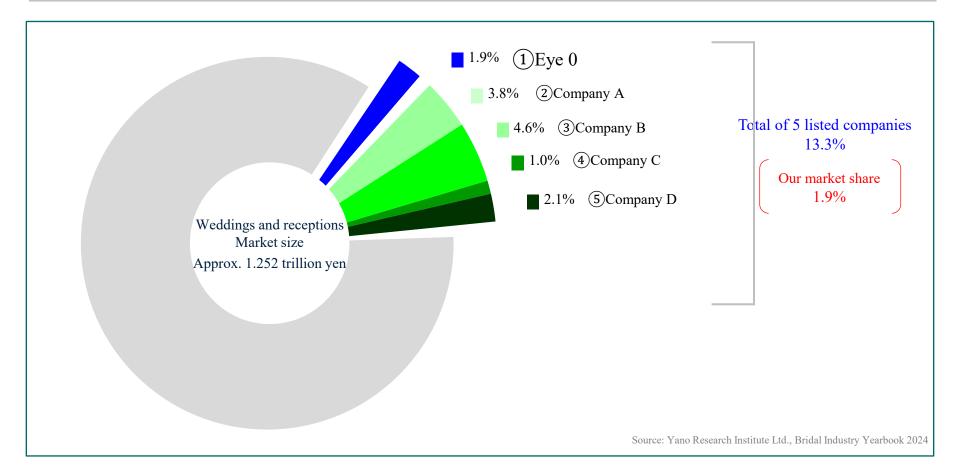
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Years



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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