



January 29, 2026

To All Parties Concerned

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|----------------|--|
| Company name   | Hulic Co., Ltd.  |
| Head Office    | 7-3, Nihonbashi Odenmacho, Chuo-ku, Tokyo, Japan   |
| Representative | Takaya Maeda<br>President, Representative Director<br>Prime Market (Securities code: 3003) |
| Contact        | Mayumi Naruse<br>Managing Officer,<br>Head of IR and Corporate Sustainability              |
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Notice on Formulation of a New Medium- and Long-term Management Plan (2026-2036)  
and Schedule of Announcement

As stated in the Summary of Consolidated Financial Results for FY2025 and the IR Presentation FY2025 Q4 disclosed today, Hulic Co., Ltd. (the “Company”) recorded a consolidated ordinary profit of JPY172.9 bn for the fiscal year ended December 31, 2025 and made progress toward achieving the target of its current Medium- and Long-term Management Plan (2020 – 2029).

Accordingly, the Company has been working on formulation of a new Medium- and Long-term Management Plan (2026 – 2036) (the “Plan”) in response to changes in business environment.

The Plan is scheduled to be announced on February 3, 2026 through the timely disclosure procedure.

<Reference>

Summary of Consolidated Financial Results for FY2025 and IR Presentation:

<https://www.hulic.co.jp/en/ir/library/tanshin>

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