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February 13, 2026

To Whom It May Concern,

Company Name	ITOKI Corporation	
Representative	President and Representative Director	Koji Minato
	Securities Code : 7972 (Tokyo Stock Exchange Prime Market)	
Contact	Director and Managing Executive Officer Executive Manager of Human Resources & Administration Division	
	Yoshihito Yamamura	TEL 03-6910-3910

### Notice

#### **Regarding the Establishment of the Nomination Committee and the Compensation Committee**

The Company hereby announces that, at a meeting of the Board of Directors held on February 13, 2026, it resolved to establish the Nomination Committee and the Compensation Committee as voluntary advisory bodies to the Board of Directors, as described below.

#### **1. Purpose of Establishment**

The purpose of establishing these committees is to enhance the fairness, transparency, and objectivity of procedures related to the nomination and compensation of directors, and to further strengthen the Company's corporate governance.

#### **2. Roles of the Committees**

The Nomination Committee and the Compensation Committee deliberate on the following matters in response to consultations from the Board of Directors and submit recommendations to the Board.

##### **The Nomination Committee**

1. Matters concerning proposals for the appointment and dismissal of directors
2. Matters concerning criteria for the appointment and dismissal of directors
3. Matters concerning the selection and removal of the Representative Director and Directors with specific titles

4. Matters concerning succession planning (including development) for the President and Representative Director
5. Other significant matters related to the nomination of directors deemed necessary by the Board of Directors

### **The Compensation Committee**

1. Matters concerning the director compensation framework (fixed compensation, variable compensation, and non-monetary compensation [equity])
2. Matters concerning the evaluation of directors and specific individual compensation amounts based on the compensation framework
3. Matters concerning the maximum amount of director compensation and other items related to director compensation to be determined by resolution of the General Meeting of Shareholders
4. Other significant matters related to director compensation deemed necessary by the Board of Directors

### **3. Composition of the Nomination Committee and Compensation Committee**

The Nomination Committee will consist of all independent External Directors, the President and Representative Director, and the Director in Charge of the Human Resources Division, with independent External Directors comprising a majority.

The Compensation Committee will consist of all independent External Directors and the Director in Charge of the Human Resources Division, with independent External Directors comprising a majority.

The chairperson of each committee will be selected from among the independent External Directors.

The composition of each committee at the time of establishment is as follows:

#### **【Nomination Committee】**

Chairperson : Mariko Bando (External Director)  
Members : Shiro Nitanai (External Director),  
                 Yasuyuki Kawasaki (External Director),  
                 Toshie Tanaka (External Director),  
                 Koji Minato (President and Representative Director),  
                 Yoshihito Yamamura (Director in Charge of Human Resources Division)

#### **【Compensation Committee】**

Chairperson : Mariko Bando (External Director)  
Members : Shiro Nitanai (External Director),  
                 Yasuyuki Kawasaki (External Director),  
                 Toshie Tanaka (External Director),  
                 Yoshihito Yamamura (Director in Charge of Human Resources Division)

### **4. Date of Establishment of the Nomination Committee and Compensation Committee**

February 13, 2026

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