Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

May 13, 2026

Company name: Hirogin Holdings, Inc.

Name of representative: Toshio Heya, Representative Director and President (Securities code: 7337; Prime Market of the Tokyo Stock Exchange)

Inquiries: Atsushi Nakamuro, Senior Manager of Planning Office, Management Planning Group of Management Planning Division (Telephone: +81-82-245-5151)

Notice Concerning Revision to Performance-Based Cash Compensation Plan for Directors and Executive Officers

Hirogin Holdings, Inc. (President: Toshio Heya; hereinafter the "Company") hereby announces that it resolved, at the Board of Directors' meeting held today, to make revisions to the performance-based cash compensation plan for Directors (excluding Directors who are Audit and Supervisory Committee Members and External Directors) and Executive Officers as described below.

This resolution was made following deliberation and recommendation by the Group Nomination and Compensation Advisory Committee, a majority of whose members are Independent External Directors.

1. Reasons for and Details of the Revision

The Company has established and operates a performance-based cash compensation plan based on the following performance indicators: (1) profit attributable to owners of parent (weighting: 70%); (2) year-on-year improvement rate in consolidated return on equity (ROE) (weighting: 20%); and (3) year-on-year improvement in ESG ratings by external organizations (FTSE and MSCI) (weighting: 10%). Among these, the Company will revise the table of performance-linked payout multiplier table based on (1) profit attributable to owners of parent, taking into account improvements in profit levels to date and the future outlook, as shown below. The Company will continue to strive for sustained improvement in profit levels and enhancement of corporate value by using the plan as an incentive for eligible executives.

[Current]

Performance-Linked Payout Multiplier Table

Profit attributable to owners of parent	Performance-linked payout multiplier
Over ¥55.0 billion	1.500
Over ¥50.0 billion to ¥55.0 billion	1.375
Over ¥45.0 billion to ¥50.0 billion	1.250
Over ¥40.0 billion to ¥45.0 billion	1.125
Over ¥35.0 billion to ¥40.0 billion	1.000
Over ¥30.0 billion to ¥35.0 billion	0.875
Over ¥25.0 billion to ¥30.0 billion	0.750
Over ¥20.0 billion to ¥25.0 billion	0.625
Up to ¥20.0 billion	-

[Revised]

Performance-Linked Payout Multiplier Table

Profit attributable to owners of parent	Performance-linked payout multiplier
Over ¥70.0 billion	1.500
Over ¥65.0 billion to ¥70.0 billion	1.375
Over ¥60.0 billion to ¥65.0 billion	1.250
Over ¥55.0 billion to ¥60.0 billion	1.125
Over ¥50.0 billion to ¥55.0 billion	1.000
Over ¥45.0 billion to ¥50.0 billion	0.875
Over ¥40.0 billion to ¥45.0 billion	0.750
Over ¥35.0 billion to ¥40.0 billion	0.625
Over ¥30.0 billion to ¥35.0 billion	0.500
Up to ¥30.0 billion	–

2. Effective Date of Revision

May 13, 2026 (to be applied from performance for FY2026)