

September 18, 2026

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Trading Name: IPS, Inc.
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Notice Regarding the Establishment of the Human Capital Strategy Committee

IPS, Inc. (the “Company”) is pleased to announce that, at a meeting of the Board of Directors held on September 18, 2026, the Company resolved to establish a Human Capital Strategy Committee.

1. Purpose of Establishing the Committee

In order to support the achievement of the new Medium-term Management Plan scheduled to be announced in May 2027 and to enhance corporate value on a sustainable basis, the Company has established the Human Capital Strategy Committee as an advisory body to the monthly Management Meeting. The Committee will formulate medium- to long-term human capital strategies aligned with the IPS Group’s management strategy.

2. Role of the Committee

The Human Capital Strategy Committee is responsible for formulating the IPS Group’s human capital strategy, including talent acquisition, human resource development, performance evaluation, and personnel systems. The Committee will also review the progress of relevant initiatives, identify key challenges, and report its findings and as necessary, submits reports and recommendations to the Board of Directors through the Management Committee.

3. Committee Composition

The Human Capital Strategy Committee will be chaired by the General Manager of the Administration Department, who is responsible for overseeing the IPS Group’s human capital strategy. Committee members will be appointed following consultation between the Directors and the Chairperson.