

Stock code: 7781
September 11, 2025
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To Our Shareholders:

A-PLACE Shinagawa 6th Floor,
1-8-40 Konan, Minato-ku, Tokyo
HIRAYAMA HOLDINGS Co., Ltd.
Yoshikazu Hirayama, President

Notice of the 59th Annual General Meeting of Shareholders

I would like to take this opportunity to thank you for your support of HIRAYAMA HOLDINGS Co., Ltd.

We will hold the 59th Annual General Meeting of Shareholders as described below.

Reference Documents for the General Meeting of Shareholders and other information (items distributed electronically) are provided electronically by posting this information on the Company and other websites as the “Notice of the 59th Annual General Meeting of Shareholders”. Please access one of the websites below to view this information.

HIRAYAMA HOLDINGS website
<https://hiryamastaff.co.jp/ir/report.html>

Tokyo Stock Exchange website
<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

After accessing this website, enter either “HIRAYAMA HOLDINGS” in the company name box or “7781” in the securities code box and click search. Then select “Basic information,” “Documents for public inspection/PR information” and then “Notice of General Shareholders Meeting/Informational Materials for a General Shareholders Meeting” in the filed information available for public inspection section.

If you do not attend this meeting, you may exercise your voting rights in writing. Please review the attached Reference Documents for the General Meeting of Shareholders, indicate your approval or disapproval on the Voting Rights Exercise Form and return the form to us by no later than 5:30 p.m. on Thursday, September 25, 2025.

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| 1. Date and time: | Friday, September 26, 2025 at 10:00 a.m. |
| 2. Place: | 1-6-31 Konan, Minato-ku, Tokyo
AP Shinagawa, Room F
Shinagawa Tokyu Building 8th floor |
| 3. Meeting Agenda: | |
| Matters to be reported: | <ol style="list-style-type: none">1. The Business Report, Consolidated Financial Statements and the results of audits conducted by the Accounting Auditor and the Audit & Supervisory Board of the Consolidated Financial Statements for HIRAYAMA HOLDINGS' 59th Fiscal Year (July 1, 2024 - June 30, 2025)2. Non-consolidated Financial Statements for the 59th Fiscal Year (July 1, 2024 - June 30, 2025) |
| Proposals to be resolved: | Proposal Appropriation of Surplus |
| 4. Other matters related to the convocation of the General Meeting of Shareholders: | If you exercise your voting rights in writing (by mail) and do not indicate your approval or disapproval of the proposals on the voting form, we will treat it as if you indicated your approval. |

For those attending, please present the Voting Rights Exercise Form at the reception desk on arrival at the meeting. If there are revisions to items distributed electronically, notification of the revisions and the information before and after revisions will be posted on the above websites.

Documents for the General Meeting of Shareholders

Proposal: Appropriation of Surplus

The payment of dividends is one of the highest priorities of HIRAYAMA HOLDINGS. The fundamental policy is to maintain stable dividends to shareholders while taking into consideration the business outlook and other factors. The following proposal for a fiscal year-end dividend for the 59th fiscal year is submitted for the approval of shareholders.

Matters concerning year-end dividend

(1) Type of dividend:

Cash

(2) Matters relevant to allotment of dividends and total amount to be distributed:

A dividend per common stock of HIRAYAMA HOLDINGS: 34 yen

Total dividends of 260,318,518 yen

(3) Effective date of the distribution of surplus:

September 29, 2025