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October 1, 2025

Company Name	Pan Pacific International Holdings Corporation (Code No.7532 Prime Market of the Tokyo Stock Exchange)
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Notice Concerning the Establishment of the Nomination Committee and the Compensation Committee

Pan Pacific International Holdings Corporation (the “Company”) hereby announces that, at the meeting of its Board of Directors held today, the Company resolved to establish the Nomination Committee and the Compensation Committee as voluntary advisory bodies to the Board of Directors, as described below.

These committees are being established to separate and clarify the functions of the Nomination and Compensation Committee, which was announced on January 19, 2021.

1. Purpose

The Company aims to further enhance its corporate governance framework by strengthening fairness, objectivity, and transparency in the evaluation and decision-making processes related to the nomination and compensation of directors and other officers. In line with this objective, the Company has decided to separate and clarify the functions of the former Nomination and Compensation Committee and establish the Nomination Committee and the Compensation Committee as voluntary advisory bodies to the Board of Directors.

2. Roles

Each committee will primarily deliberate on the following matters and provide recommendations to the Board of Directors:

Nomination Committee

- Matters concerning the appointment and dismissal of directors
- Matters concerning the appointment and removal of Representative Directors
- Other matters referred by the Board of Directors

Compensation Committee

- Matters concerning the compensation of directors and other officers
- Other matters referred by the Board of Directors

3. Composition

Each committee shall consist of three or more members, with a majority comprising Independent Outside Directors. The chairperson of each committee shall be elected by resolution of the Board of Directors from among the Independent Outside Directors serving as committee members.

4. Effective date

October 1, 2025