2 Q (Interim Period) FY2026/3

(Six months ended September 30, 2025)

Financial Results

HARD OFF CORPORATION Co., Ltd.

TSE Prime 2674

- Summary of Financial Results for 2 Q (Interim Period) FY2026/3
- 2 Forecast for FY2026/3
- 3 Medium-Term Management Plan
- 4 Sustainability Initiatives

Summary of Financial Results for 2 Q (Interim Period) FY2026/3

Net sales reached record highs

| | 2 Q (Interim Period) | | 2 Q (Interim Pe | riod) FY 2026/3 | | Full year forecast |
|--|-------------------------|---------|-----------------|-----------------|----------------------------------|--------------------|
| (millions of yen) | FY2025/3 Results | Results | Year-on-Year | Forecast | Progress rate of first half plan | progress rate |
| Net sales | 16,165 | 17,257 | +6.8% | 17,250 | 100.0% | 47.9% |
| Gross profit | 11,093 | 11,810 | +6.5% | _ | _ | _ |
| Gross profit margin | 68.6% | 68.4% | ▲ 0.2%p | _ | _ | _ |
| SG & A expenses | 9,561 | 10,481 | +9.6% | _ | _ | _ |
| Operating profit | 1,532 | 1,328 | ▲ 13.3% | 1,540 | 86.3% | 37.4% |
| Operating Profit Margin | 9.5% | 7.7% | ▲ 1.8%p | _ | _ | _ |
| Non-operating income | 122 | 117 | ▲ 4.1% | _ | _ | _ |
| Non-operating expenses | 16 | 16 | ▲3.0% | _ | _ | _ |
| Ordinary profit | 1,639 | 1,430 | ▲ 12.7% | 1,628 | 87.9% | 39.1% |
| Ordinary Profit Margin | 10.1% | 8.3% | ▲ 1.8%p | _ | _ | _ |
| Extraordinary income | 0 | 0 | _ | _ | _ | _ |
| Extraordinary loss | 62 | 20 | ▲ 67.3% | _ | _ | _ |
| Profit attributable to owners of parent (interim) | 1,021 | 925 | ▲9.4 % | 1,040 | 89.0% | 37.8% |
| Profit attributable to owners of parent (interim) margin | 6.3% | 5.4% | ▲ 0.9%p | _ | _ | _ |

Key Points of financial results (consolidated)

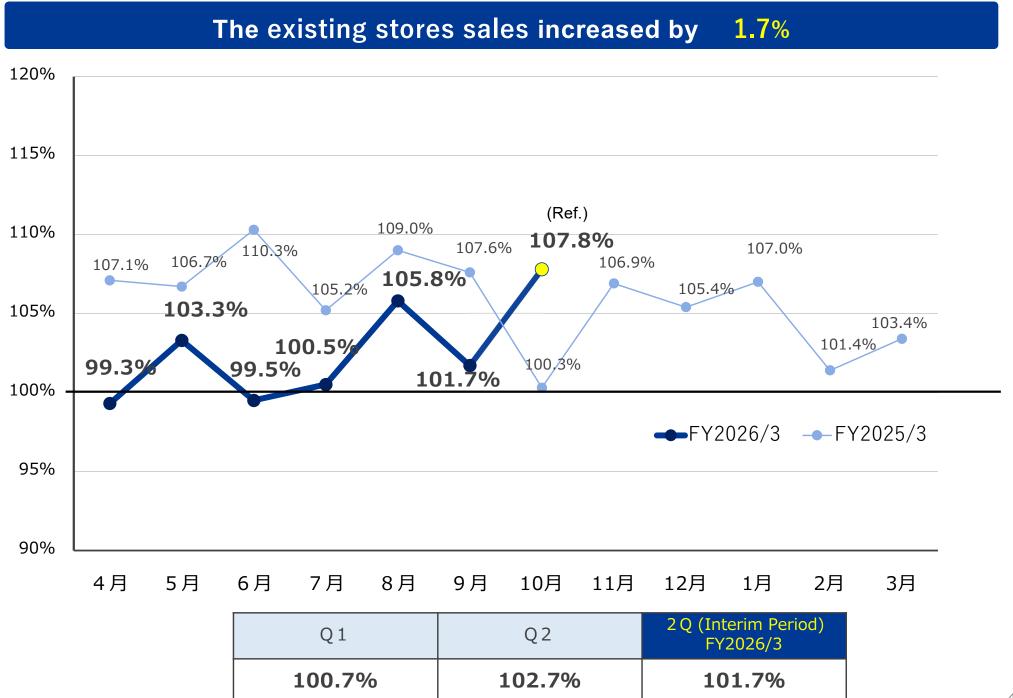
Net sales

- Domestic existing stores sales increased by 1.7 % year on year.
- •Net sales increased by 6.8% and hit record highs due to the contribution of 24 directly operated stores in the previous fiscal year.

Operating profit, Ordinary profit, and Profit attributable to owners of parent (interim)

- ●SG & A expenses increased by 9.6% due to expenses for opening 13 new stores to be opened during the fiscal year, and for opening 4 stores to be opened in October, and increases in personnel expenses and depreciation expenses.
- Operating profit decreased by 13.3%, Ordinary profit decreased by 12.7%, Profit attributable to owners of parent (interim) decreased by 9.4%.

The existing stores Sales Year-on-Year (Consolidated)



Change in number of secondhand stores

13 DOS and 21 FC were opened, totaling 34 stores. 1 DOS and 3 FC were closed ,totaling 4 stores. Net increase 30.

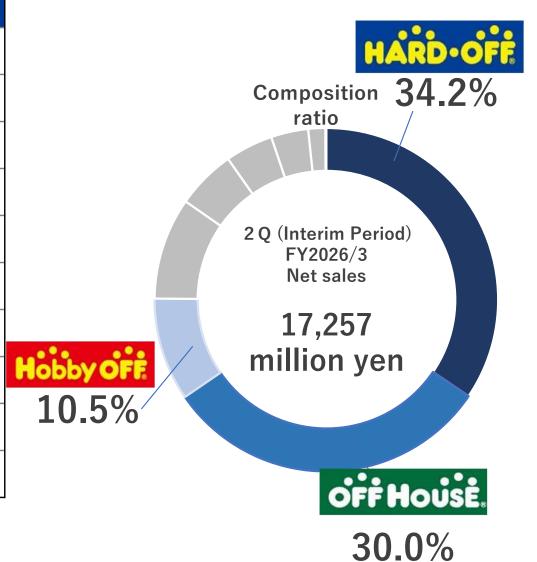
| | HARD OFF | OFF HOUSE | MODE OFF | Garage OFF | Hobby OFF | Liquor OFF | BOOK OFF | Over seas | 2Q FY2026/3 TOTAL |
|-------|-------------|--------------|---------------|---------------|---------------|---------------|-------------|--------------|-------------------------|
| 200 | 168 | 130 | 15 | 10 | 75 | 4 | 49 | 11 | 462 |
| DOS | +6/▲0 | +0/▲1 | +0/▲0 | +0/▲0 | +5/▲0 | +0/▲0 | +1/▲0 | +1/▲0 | +13/▲1 |
| FC | 259 | 199 | 2 | 6 | 101 | 1 | - | 12 | 580 |
| FC | +7/▲1 | +5/▲2 | +0 /▲0 | +1/▲0 | +5/▲0 | +0/▲0 | - | +3/▲0 | +21/▲3 |
| TOTAL | 427 | 329 | 17 | 16 | 176 | 5 | 49 | 23 | 1,042 |
| TOTAL | +13/▲1 | +5/▲3 | +0/▲0 | +1/▲0 | +10/▲0 | +0/▲0 | +1/▲0 | +4/▲0 | +34/▲4 |

- DOS = Directly Operated Stores FC = Franchised Stores
- + indicates opening and ▲ indicates closing.
- Stores operated by subsidiaries are included in directly operated stores.
- In addition to the above, we run one new book store "BOOK ON "as a directly operated store.

Sales (Consolidated)

Diversification of secondhand Business with HARD OFF and OFF HOUSE

| Business segment | Sales (millions of yen) | Ratio | YoY |
|------------------|----------------------------|--------|---------------|
| HARD OFF | 5,893 | 34.2% | +5.8% |
| OFF HOUSE | 5,175 | 30.0% | +3.7% |
| Hobby OFF | 1,810 | 10.5% | +16.3% |
| MODE OFF | 577 | 3.3% | +3.4% |
| Garage OFF | 271 | 1.6% | +2.4% |
| BOOK OFF | 1,494 | 8.7% | ▲ 4.7% |
| Overseas | 963 | 5.6% | +31.2% |
| FC Business | 1,052 | 6.1% | +16.1% |
| Others | 17 | 0.1% | +11.3% |
| Total | 17,257 | 100.0% | +6.8% |



[·] Liquor OFF is included in OFF HOUSE business.

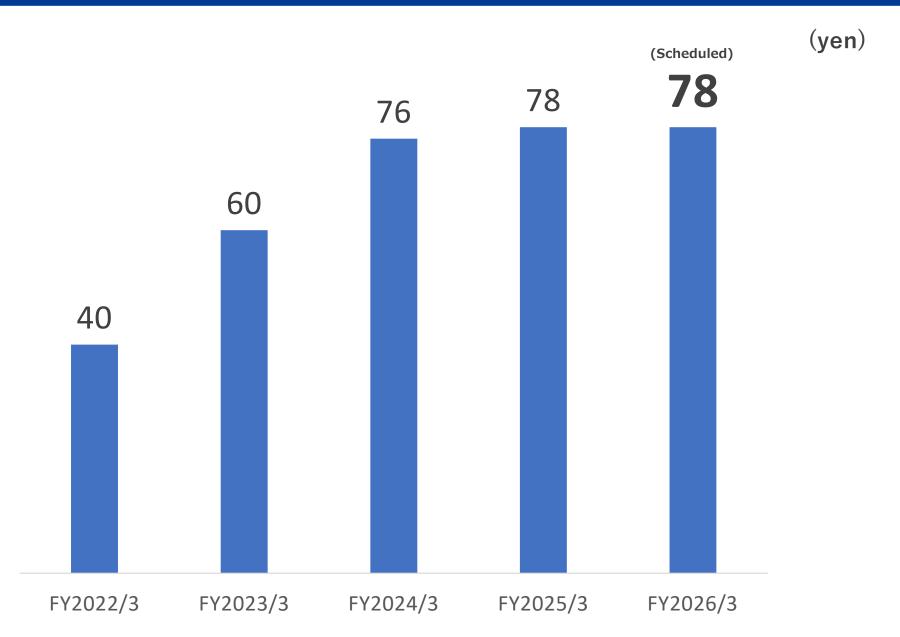
[•] FC business is the franchise business of HARD OFF, OFF HOUSE, MODE OFF, Garage OFF, Hobby OFF and Liquor OFF.

SG&A expenses grew by 9.6%, driven by increased personnel expenses, depreciation, and the initial costs associated with 13 new stores.

| | 2Q(Interim Period) FY2025/3 Results | | 2Q(Interim Period) FY2026/3 Results | | | |
|----------------------|--|-----------------------------|--|-----------------------------|---------|--|
| (millions of yen) | Results | SG & A expenses ratio | Results | SG & A expenses ratio | YoY | |
| Personnel expenses | 5,231 | 54.7% | 5,757 | 54.9% | + 10.0% | |
| Advertising expenses | 131 | 1.4% | 132 | 1.3% | + 0.6% | |
| Water and utilities | 354 | 3.7% | 385 | 3.7% | +8.9% | |
| Depreciation | 397 | 4.2% | 505 | 4.8% | + 27.4% | |
| Rent | 1,911 | 20.0% | 2,001 | 19.1% | + 4.7% | |
| Others | 1,534 | 16.0% | 1,698 | 16.2% | + 10.7% | |
| Total | 9,561 | 100.0% | 10,481 | 100.0% | +9.6% | |

Shareholder return

We will pay stable and sustainable dividends with a target of 6% DOE (Dividend on equity ratio) starting from the FY2026/3.



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Forecast for FY2026/3 (Consolidated P/L)

| | FY 2025/3 | FY 2026/3 |
|---|-----------|----------------------------|
| (millions of yen) | Results | Forecast |
| Net Sales | 33,531 | 36,000 (+ 7.4 %) |
| Operating profit | 3,218 | 3,550 (+ 10.3 %) |
| Ordinary profit | 3,403 | 3,660 (+ 7.5 %) |
| Ordinary Profit Margin | 10.1% | 10.2% (+0.1%p) |
| Profit attributable to owners of parent | 2,314 | 2,450 (+ 5.9 %) |
| Profit margin | 6.9% | 6.8% (▲0.1%p) |

[•] Figures in parentheses () represent year-on-year changes.

Net sales

36,000 million yen



 $Y_0Y + 7.4\%$

- · Net sales will <u>increase by 30</u> consecutive fiscal terms, <u>continuing a record high</u>.
- Existing store sales will increase by approx. +2.0% YoY (forecast)

Operating profit, Ordinary profit and Profit attributable to owners of parent

Operating profit

3,550 million yen

Ordinary profit



Profit attributable to owners of parent



en_{+5.9%}

Operating profit will <u>increase by 10.3%</u> and Ordinary profit will <u>increase by 7.5%</u>.
 Profit attributable to owners of parent will <u>increase by 5.9%</u>.
 All profits are expected to reach <u>record highs of 4 consecutive fiscal terms</u>.

Forecast for FY2026/3 (Chain Sales)

Domestic chain sales $$470.5$ billion <math>\Rightarrow 474.7 billion$ Domestic and overseas chain sales \$472.6\$ billion <math>\$477.3\$ billion

| | FY 2025/3 | Forecast | Unit: Million Yen | |
|-----------------------------|----------------------------|----------------------------|----------------------|-------------------|
| | Sales (millions of yen) | Sales (millions of yen) | YoY | *Chain DOS +FC |
| HARD OFF | 28,446 | 30,530 | +7.3% | |
| OFF HOUSE | 28,323 | 29,350 | +3.6% | |
| MODE OFF | 1,351 | 1,410 | +4.4% | |
| Garage OFF | 866 | 910 | +5.0% | |
| Hobby OFF | 8,449 | 9,460 | +12.0% | |
| BOOK OFF | 3,084 | 3,040 | ▲ 1.4% | |
| Domestic Total | 70,521 | 74,700 | +5.9% | |
| Total in Japan and Overseas | 72,615 | 77,340 | +6.5% | |

On October 2, our franchisee, ECONOS Co., Ltd., was made a subsidiary through a Tender Offer (TOB).

Outline of the Subsidiary

- (1) Company Name
- (2) President
- (3) Date of Establishment
- (4) Address
- (5) Business Description
- (6) Capital Stock

- : ECONOS Co., Ltd.
- : Katsuya Hasegawa
- : March 1964
- : Sapporo, Hokkaido
- : Operating reuse shops in Hokkaido
- : ¥335,903 Thousand

Following the subsidiarization, the 17 HARD OFF, 17 OFF HOUSE, 1 Garage OFF, and 18 Hobby OFF stores currently operated by the company will be transitioned from franchise to directly operated stores. In addition, 16 BOOK OFF stores will be newly incorporated into our direct operations.



HARD OFF / OFF HOUSE / BOOK OFF Sapporo Nakanoshima Store



Hobby OFF AEON Sapporo Motomachi Store

A net increase of 95 DOS and a net decrease of 31 FC are expected, for a total net increase of 64 stores.

| | HARD OFF | OFF HOUSE | MODE OFF | Garage OFF | Hobby OFF | Liquor OFF | BOOK OFF | Over seas | FY2026/3 Total |
|----------|-------------|--------------|-------------|---------------|-----------|---------------|-------------|--------------|-------------------|
| DOS * | 193 | 149 | 13 | 11 | 98 | 4 | 65 | 12 | 545 |
| FC * | 243 | 184 | 2 | 5 | 84 | 1 | - | 12 | 531 |
| Total | 436 | 333 | 15 | 16 | 182 | 5 | 65 | 24 | 1,076 |

- * DOS = Directly Operated Stores FC=Franchised Stores
- + indicates opening and ▲ indicates closing.
- Stores operated by subsidiaries are included in Directly operated stores.
- Following the acquisition of ECONOS Co., Ltd. as a subsidiary, 17 HARD OFF stores, 17 OFF HOUSE stores, 1 Garage OFF store, and 18 Hobby OFF OFF stores were transitioned from franchised stores to directly operated stores, and an additional 16 BOOK OFF stores were also incorporated in October.

Forecast for FY2026/3 (Management Efficiency)

| | FY 2025/3 (Consolidated) | FY2026/3 (Consolidated) |
|-----------------------------------|-----------------------------|----------------------------|
| | Results | Forecast |
| Ordinary Profit Margin | 10.1% | 10.2% |
| ROIC (Return on invested capital) | 12.0% | 12.2% |
| ROA (Return on Assets) | 14.0% | 13.9% |
| ROE (Return on equity) | 13.2% | 12.9% |
| EPS (Earnings per share) | 166.52 yen | 176.30 yen |
| BPS (Book Value Per Share) | 1,314.75 yen | 1,413.05 yen |

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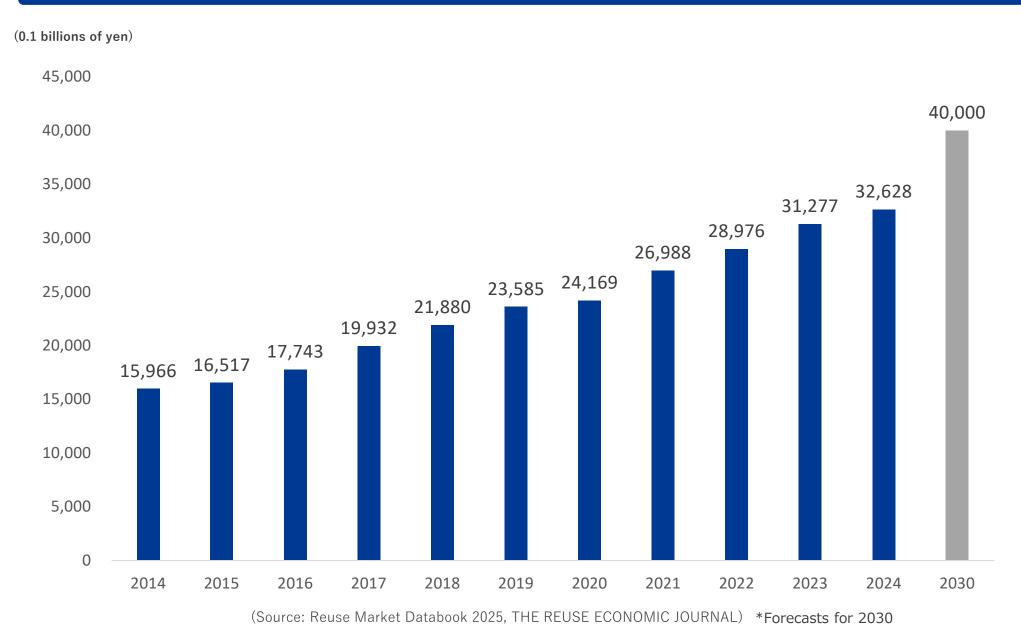
We will refine our visionary management and become a unique entity that no one else can imitate.

We will develop our "Re"NK CHANNEL (using the "re" from "reuse," "Re"NK is pronounced in Japanese the same as Link) with a strong focus on physical stores, and contribute to the creation of a recycling-oriented society both in Japan and overseas, as a company that is by far the leader in the reuse business.

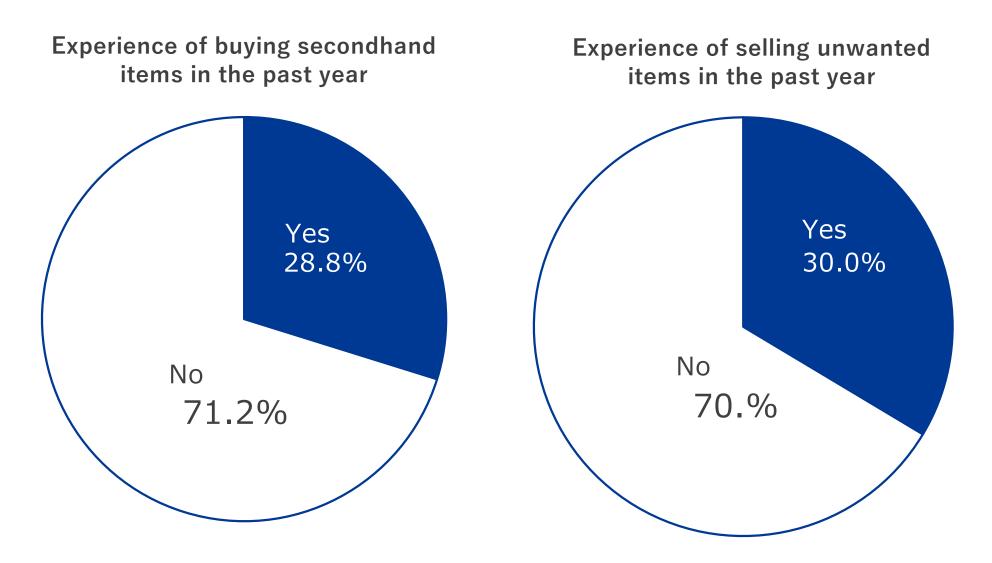
Trends and Forecast of secondhand Market Size

The market has expanded for 15 consecutive years, with a market size of 3.3 trillion yen.

The forecast for 2030 is 4.0 trillion yen.



The number of people who have used secondhand is about 30%. Market growth is great.



(Source: the Ministry of the Environment 2024 secondhand Market Size Survey Report)

Achieving the Medium-Term Management Plan through 4 Strategies

Physical store Strategy

Creating unique stores

Store Opening Strategy

One store per 100,000 people in each trade area Development of specialty store formats Dominant store strategy

Digital Strategy

OFF MALL HARD OFF Official App Kaitori (Buying) Offer App Delivery Purchase Service

Overseas Strategy

Expanding Overseas store (23 stores as of now)

Creating unique stores that excite customers







Improving store attractiveness by refining assortments and displays.

More customers are visiting multiple stores.

On HARD OFF's official app "HADOFU Meguri" function

Number of check-ins 120% year-on-year (FY2025/3)

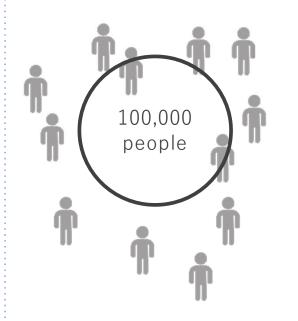


Store opening strategy Proactive store openings in vacant areas

Open stores in vacant areas in local cities

Basic criteria for opening stores

1 store per 100,000 people



Steadily opening stores in 100,000 trade areas and further opening vacant areas.

Status of store openings in Niigata Prefecture

Even if basic criteria for opening stores are exceeded, specialized stores can be opened.

We aim to build a concentrated store network.

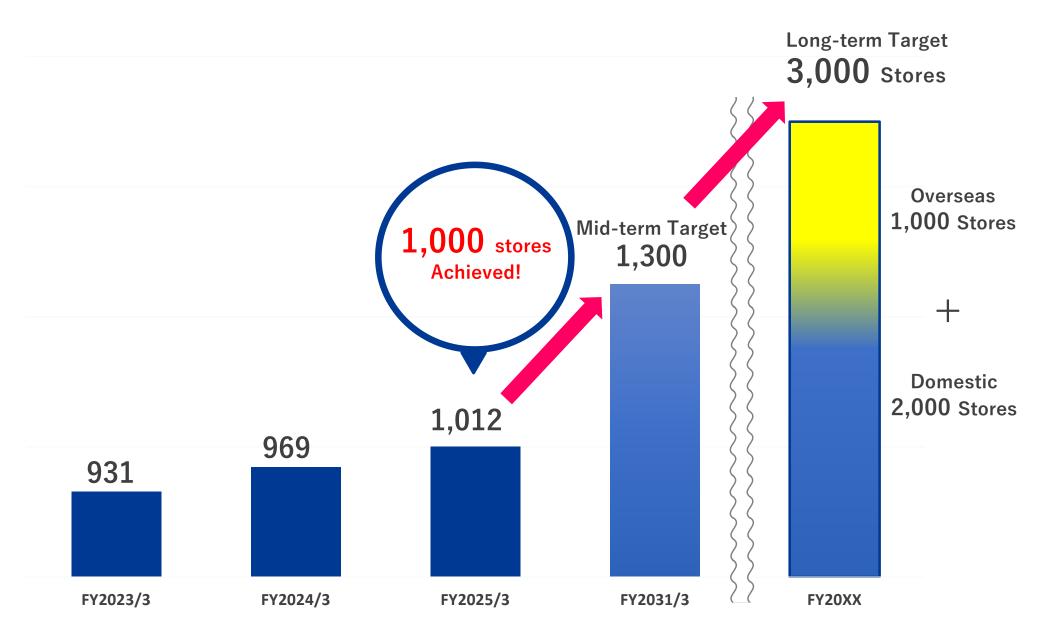
Population: approximately 2.08 million 66 stores

*Excluding BOOK OFF

Japan's population is about 125 million people. If the density of stores in Niigata Prefecture is replicated across the country,

more than 2,000 stores can be opened.

Medium-term Target 1,300 Stores in FY2031, Long-term Target 3,000 Stores



Digital strategy "Re"NK CHANNEL

We provide a seamless and comfortable purchasing experience by integrating all real and digital channels.







HARDOFF official app



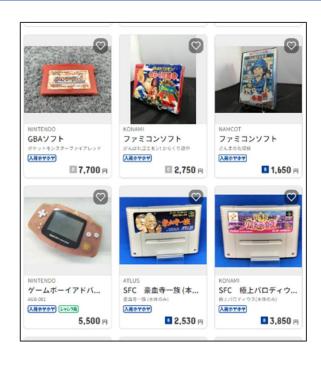
Offer-based Buyback





Unique e-commerce site where you can purchase Merchandise products from Group stores nationwide



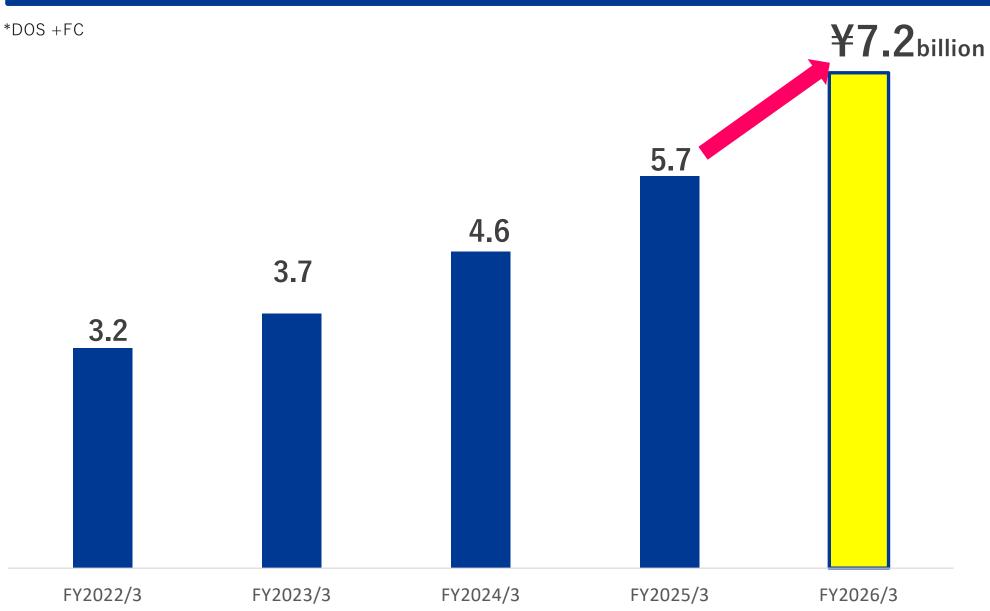


- ■We regularly feature special promotions to highlight products from popular categories
- ■Wide range of items from junk to high-priced brand items
- Merchandise will be updated as needed, as if you were visiting a real store aiming for a warm shopping experience

Digital strategy EC (OFF MALL) annual chain sales target







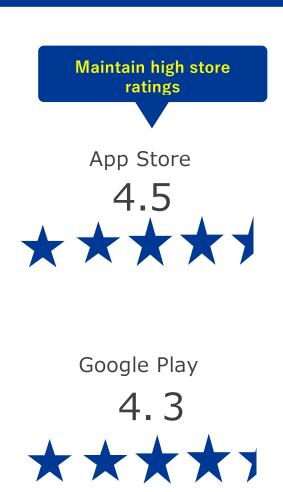
Digital Strategy Kaitori (Buying) Offer App



Receive offers from stores when you list unwanted items





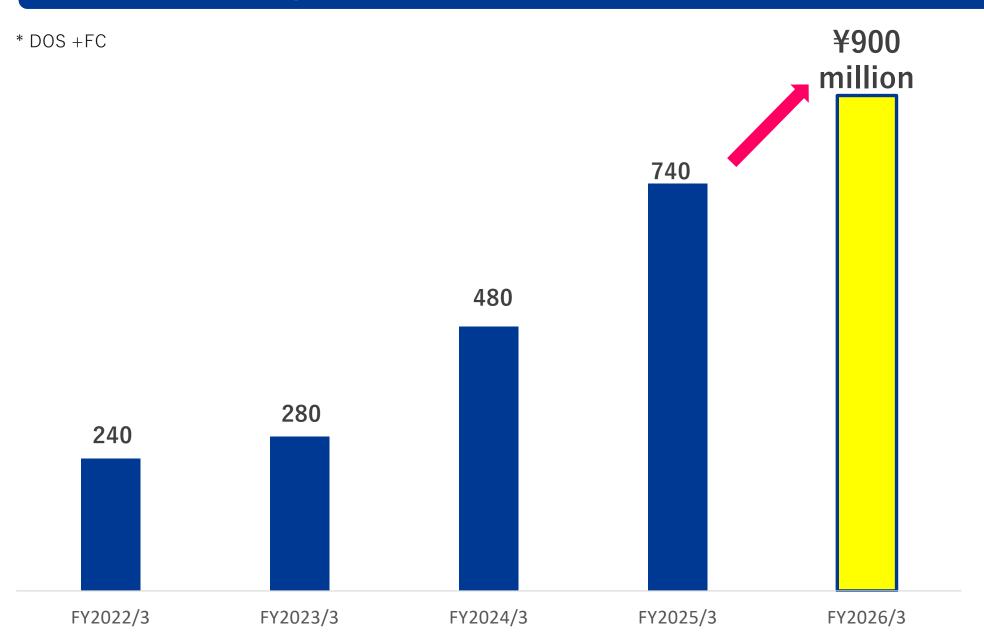


Offer Purchase Flow

- ① Take a photo of your unwanted items and enter their brand and condition
- 2 Receive offers for purchase price from Hardoff Group stores
- 3 Select the offer you want to receive and request a home delivery purchase



Aim for total purchase amount of FY 2026/3 offers ¥900 million

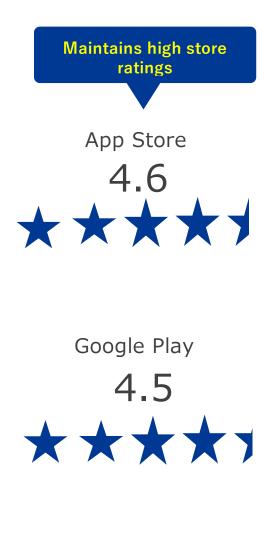




Features for core users, such as membership card, store search, and e-commerce







Digital strategy HARD OFF Official App target number of monthly users







Digital Strategy Delivery Purchase Service

Delivery purchase service launched on January 27, 2025 Opening of HARD OFF Shibata Re Center, the first home delivery purchasing center







Purpose

- Expansion of purchase opportunities
- Securing inventory when opening new stores

Address

Shibata City, Niigata Prefecture (near the head office)

Merchandise

Musical instruments, cameras, audio equipment Games, figures, etc.

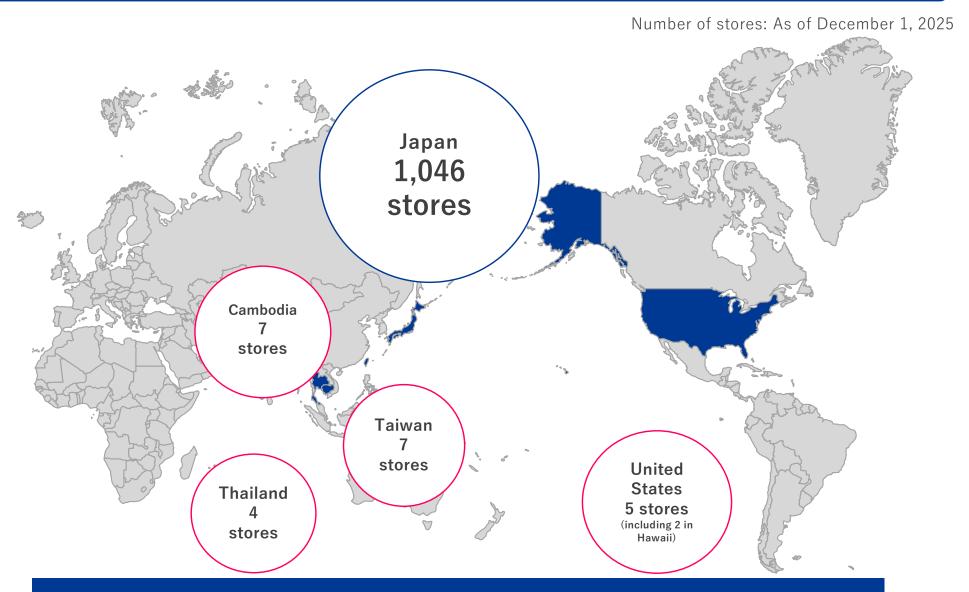
Features

Apply through the dedicated website.

Free shipping and handling
You can sell your unwanted items in bulk.

Overseas Strategy Opening stores in Overseas

Opening 23 Group stores in Overseas



Global Business Division was established in April 2025 to strengthen Overseas business.

First Taiwan Franchise Opens Taoyuan Yangmei





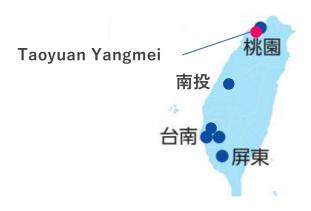
Store Name

HARDOFF Taoyuan Yangmei Store

Grand Opening Date

Friday, May 2, 2025

- ■2nd store in Taoyuan
- Adjacent to McDonald's
- All over Taiwan, aim to expand to 100 stores including DOS and FC



Overseas Strategy: Thailand

Decision to Establish a new company in Thailand

Profile of the Local Subsidiary

(1) Company Name : HARD OFF (THAILAND)Co.,Ltd. (scheduled)

(2) Representative : Futoshi Watanabe

(3) Establishment : March 2026 (scheduled)

(4) Location : Bangkok, Thailand (scheduled)

(5) Business Description : Operation of Reuse Shops

(6) Capital : 2 million Thai Baht

(Approximately 9.4 million yen)

(7) Ownership ratio : 49% owned by the Company,

51% owned by local company in Thailand

Currently, we operate 4 franchised stores in Thailand. These stores only sell Merchandise imported from Japan without purchasing locally.

A new company in Thailand for the purpose of developing reuse business by purchasing and selling in Thailand.

Plan to net increase of approximately 50 stores per year on average

| | | FY2026/3 | FY2027/3 | FY2028/3 |
|-------|--|----------|----------|----------|
| DOS | The existing stores Sales YoY | +2% | +2% | +2% |
| | Net increase in number of stores | +28 | +30 | +30 |
| FC | Net increase in number of stores | +23 | +20 | +20 |
| | Net increase in number of stores | +51 | +50 | +50 |
| Total | Number of stores at the end of fiscal year | 1,063 | 1,113 | 1,163 |

Aim for Ordinary profit margin of 11% and ROE of over 13%

| (millions of yen) | FY2025/3 | FY2026/3 | FY2027/3 | FY2028/3 |
|---------------------------|----------|----------|----------|----------|
| | Results | Plan | Plan | Plan |
| Net sales | 33,531 | 36,000 | 39,000 | 42,000 |
| | (+11.4%) | (+7.4%) | (+8.3%) | (+7.7%) |
| Ordinary | 3,403 | 3,660 | 4,100 | 4,600 |
| profit | (+13.8%) | (+7.5%) | (+12.0%) | (+12.2%) |
| Ordinary profit margin | 10.1% | 10.2% | 10.5% | 11.0% |
| Net income | 2,314 | 2,450 | 2,660 | 2,990 |
| | (+10.6%) | (+5.9%) | (+8.6%) | (+12.4%) |
| ROE | 13.2% | 12.9% | 13.1% | 13.6% |

Measures to realize management that is conscious of cost of capital and stock price

Recognition of the current situation

- **Our company's cost of equity is around 5 ~ 6% (CAPM basis)**
- ○ROE was 11.4% in FY2023/3, 13.0% in FY2024/3 and 13.2% in FY2025/3.ROE has consistently exceeded the cost of capital.
- **○PBR** was 1.4 times at the end of FY2025/3.

| | FY2021/3 | FY2022/3 | FY2023/3 | FY2024/3 | FY2025/3 |
|---------|----------|----------|----------|----------|----------|
| ROE | 2.7% | 7.8% | 11.4% | 13.0% | 13.2% |
| PBR (×) | 0.9 | 0.8 | 1.2 | 1.4 | 1.4 |

Measures to realize management that is conscious of capital costs and stock price

Future initiatives

Strengthening profitability

We are focusing on our high-margin secondhand business and aim to expand operations by steadily implementing the four strategies outlined in our medium-term plan. We will enhance profitability and efficiency, with the goal of improving our operating profit margin and net profit margin.

- OShareholder return
 We aim for a DOE (Consolidated Dividend on equity ratio) around 6%
 and provide stable and sustainable dividends backed by business performance.
- **OFurther enhance IR activities**

Active dialogue with institutional investors. Enhancement of disclosure in English.

Aiming to maintain and improve ROE commensurate with the cost of capital (FY 2028/3 target: over 13.0%)

Net Sales, Ordinary profit, and Number of Stores (Consolidated) For Reference

| | FY2021/3 | FY2022/3 | FY2023/3 | FY2024/3 | FY2025/3 |
|------------------------------------|----------|----------|----------|----------|----------|
| Net sales (millions of yen) | 21,270 | 24,507 | 27,040 | 30,105 | 33,531 |
| Ordinary profit (millions of yen) | 886 | 1,668 | 2,510 | 2,990 | 3,403 |
| Ordinary Profit Margin | 4.2% | 6.8% | 9.3% | 9.9% | 10.1% |
| Number of stores | 913 | 914 | 931 | 969 | 1,012 |
| Number of directly operated stores | 389 | 396 | 408 | 430 | 450 |
| Number of franchised stores | 524 | 518 | 523 | 539 | 562 |

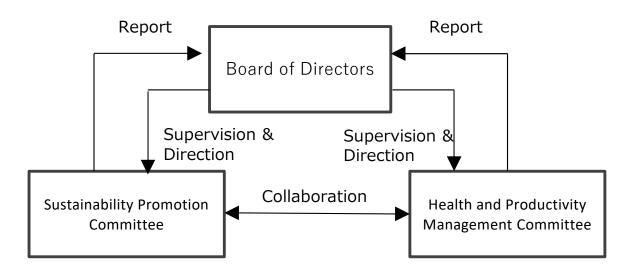
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Sustainability Initiatives Basic Policy

Through secondhand business, we will work to resolve social and environmental issues such as reducing waste and greenhouse gas emissions and contribute to the realization of a society in which ecology and economy coexist.

We will also work to strengthen human capital, including health and productivity management, with the aim of creating a company in which employees and staff can work energetically with a smile, and work with peace of mind for 50 years.



Sustainability Initiatives Secondhand Business

We will contribute to the achievement of SDGs through our core business















Secondhand Business

Secondhand shops throughout Japan and Overseas. By promoting the reuse of goods, we reduce waste and contribute to environmental conservation.

Annual CO₂ emissions reduction through secondhand business(FY2025/3)

| Item | Amount of CO ₂ emission reduction (t) | | | |
|------------------------|--|--|--|--|
| 6 household appliances | 27,555 | | | |
| Furniture | 21,397 | | | |
| Clothing | 12,966 | | | |
| Golf Club | 102 | | | |
| Tyre | 168 | | | |
| Wheel | 1.4 | | | |
| CD · DVD | 448 | | | |
| воок | 6,254 | | | |

Purchasing secondhand items by HARDOFF Group compared to when new products are manufactured

Contributed to CO2 reduction of

68,891 tons

^(*) Based on the purchase points of 13 major items at HARD OFF Group stores in fiscal 2024, our company calculated chain values Reference: the Ministry of the Environment "Fiscal 2010 Study Group Report on secondhand Promotion of Used Products, etc." "3 R Unit Calculation Method" "Optical disk

[&]quot;Emission Unit Database Version 3.2" "LCCO2 Calculation Guideline for Tires Ver 3.0.1 Japan Automobile Tire Association and Emission Units Database"

Sustainability Initiatives Responding to Climate Change

Climate Change Initiatives

Through our secondhand business, our group has contributed to the reduction of greenhouse gas emissions.

As a leading company in the reuse industry, we aim to contribute further to the transition to a carbon-neutral society by reducing greenhouse gas emissions by 70% per 100 million yen in sales by FY2031/3, compared to FY2014/3, and achieving carbon neutrality by FY2051/3.

■CO₂ Emissions

| | FY 2014/3 Results (t-CO ₂ e) | FY 2025/3 Results (t-CO₂e) | Compared to FY 2014/3 |
|--|--|-------------------------------|-----------------------|
| Scope1 | 680 | 587 | ▲13.7 % |
| Scope2 | 8,349 | 6,906 | ▲17.3 % |
| Total | 9,029 | 7,493 | ▲17.0 % |
| (Net sales per 100 million yen) Total | 70.1 | 32.0 | ▲ 54.4% |

Sustainability Initiatives Investment in human capital

Initiatives Related to Investment in human capital

1 Human Resource Development Policy

Human Resource Development is described in "30 Articles of HARD OFF Theory."

"Human Resources Are Everything in a Company \sim Human Resources Development Should Be Prioritized Above All Operations \sim "

and positioned it as the most important management issue.

In addition, based on the belief that securing diversity is essential for sustainable growth, we will hire and promote managers according to their abilities and aptitude regardless of gender, nationality, age, and whether they are new graduates or mid-career hires.

2 Internal Environment Development Policy

We have set the following three goals as our corporate vision and will work to improve employee engagement.

- 1 A company where employees can prioritize their families
- A company where employees can work with peace of mind for 50 years
- 3 A company where employees can feel happy

Sustainability Initiatives Investment in human capital

Expand and establish a system to make it easier for employees to work

Transfers Review

From the year following the age of 30, the relocation area will be limited.

->It makes it easier for employees to make life plans and enables store operations rooted in the community

New Home-Building Benefits

1 million yen is provided to full-time employees with at least 5 years of service, aged 60 or under, upon their first purchase of a home in their own name or in joint ownership with a spouse.

-> Having a home that serves as a base for a secure life has a positive impact on their work and mental and physical health.

9 employees who received benefits until FY 2025/3

Annual holidays increased

From April 1,2025, annual holidays increased by 10 days (from 105 to 115).

->Maintain mental and physical balance by taking appropriate rest Allow employees to work vigorously

Reinstatement of childcare leave

From April 1, 2024, employees who took childcare leave for 1 month or longer will be paid the difference between the amount of take-home pay before the leave and the government benefits after returning to work.

->The aim is to ensure that 100% of employees take childcare leave and that all employees return to work after taking the leave.

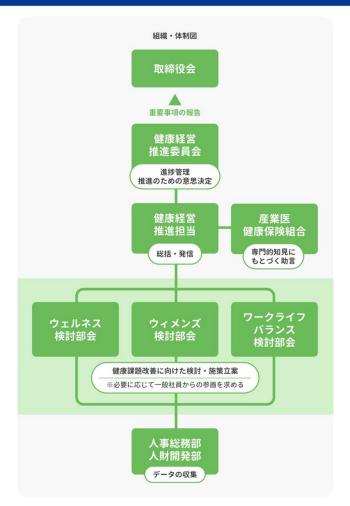
Health Management Initiatives to Support the Mental and Physical Health of Employees and Staff

HARD OFF Declaration of Health and Productivity Management

Through our secondhand business, we contribute to environmental conservation, which is the major foundation of the SDGs.

We will actively support our employees and staff, who are responsible for these efforts, so that they are physically and mentally healthy with a smile.

We will work together to realize a sustainable society.



We have established a Health and Productivity Management Promotion Committee chaired by the President.

The committee regularly shares issues and discusses initiatives to address them. Important matters are reported to the Board of Directors.

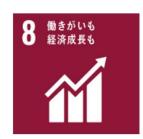
Certified as an Excellent Health Management Corporation 2025

Certified by the Ministry of Economy, Trade and Industry as an **Excellent Health**Management Corporation 2025 (Large Corporations) for 3 consecutive years.

Continued efforts to achieve White 500 status.









Priority initiatives for this fiscal year

- We support the mental well-being of our employees and staff through initiatives focused on mental health
- Implementing initiatives to reduce smoking rates
- · Creating a comfortable working environment through initiatives to maintain and improve women's health

Sustainability Initiatives Others

Efforts related to SDGs outside of our core business



HARDOFF ECO Stadium Niigata

Since 2009, we have acquired the naming rights of Niigata Prefectural Baseball Stadium.

We aim to be the most environmentally friendly stadium in Japan and contribute to the local community.















As an ecology sponsor of J League Albirex Niigata, we support the operation of the deposit-type Reuse Cup.



Archery Tournament

Once a year, we hold an archery tournament that doubles as a sports tournament for the disabled using the free use rights of HARDOFF ECO Stadium Niigata.

HARD OFF CORPORATION Co., Ltd. https://www.hardoff.co.jp/

Forecasts and other forward-looking statements in this document are based on information currently available to our company and certain assumptions deemed to be reasonable.

Actual results may differ materially from these forecasts due to various factors.

Inquiries about IR

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