November 17, 2026

To: All Concerned Stakeholders

Company	:	ID Holdings Corporation
Representative	:	Masaki Funakoshi, President, Representative Director and Group CEO (Securities Code: 4709; TSE Prime)
Inquiries	:	Ryuichi Ishikura, Corporate Officer, Manager, General Affairs & Corporate Sustainability Department
TEL	:	+81 3-6675-3418

Notice Regarding Management Responsibility and Future Measures Concerning Misconduct by a Former Employee of the ID Group

In our financial results for the first six months of the fiscal year ending March 31, 2027, we recorded extraordinary losses resulting from the matter disclosed in the "Notice and Apology Concerning Misconduct by an Employee of the ID Group" dated September 15, 2026.

Today, we received offers to voluntarily forgo a portion of executive compensation in order to clarify management responsibility regarding this matter. In response, the Company has decided to reduce executive compensation, as detailed below.

With regard to this misconduct, as announced in the "Notice Regarding the Establishment of an Advisory Committee Composed of External Experts" dated September 30, 2026, we have established an advisory committee composed of external experts. In addition, as stated in the "Notice Regarding the Results of the Investigation into Misconduct by a Former Employee of the ID Group and Measures to Prevent Recurrence (Interim Report)" dated October 16, 2026, we have formulated measures to prevent a recurrence of this matter and are proceeding with their implementation.

We once again sincerely apologize for the significant inconvenience and concern caused to our customers, shareholders and investors, business partners, and all other stakeholders.

1. Voluntary Reduction of Executive Compensation

We take extremely seriously the fact that we were unable to prevent this misconduct or detect it at an early stage, as well as the situation that has led to the recognition of extraordinary losses of 243 million yen resulting from this misconduct in the financial results for the first six months of the fiscal year ending March 31, 2027.

To clarify management responsibility for this matter, the Company, having received offers to voluntarily forgo a portion of executive compensation, has decided on the following reductions in executive compensation.

(1) Reduction in Compensation by Officers of ID Holdings Corporation

Masaki Funakoshi, President, Representative Director and Group CEO	20% reduction in monthly compensation for three months
Kaori Takahashi, Executive Vice President and Representative Director	15% reduction in monthly compensation for three months
Takashi Kojima, Executive Corporate Officer and Director	5% reduction in monthly compensation for three months
Naoko Hara, Executive Corporate Officer and Director	5% reduction in monthly compensation for three months

(2) Reduction in Compensation by Officers of INFORMATION DEVELOPMENT CO., LTD.

Shizuya Nanao, Chairman and Representative Director	10% reduction in monthly compensation for three months
Takuya Miyazawa, President and Representative Director	10% reduction in monthly compensation for three months
Masahiko Kagami, Director and Executive Vice President	5% reduction in monthly compensation for three months
Tomoko Takehara, Senior Corporate Officer and Director	5% reduction in monthly compensation for three months

2. Conclusion of Activities by the Advisory Committee Composed of External Experts

The Company has been formulating measures to prevent recurrence and considering how management responsibility should be addressed, while receiving expert advice from the Advisory Committee Composed of External Experts.

The meeting dates for this committee are as follows:

・October 7 (Wed)
・October 13 (Tue)
・October 15 (Thu)
・October 29 (Thu)
・November 4 (Wed)
・November 9 (Mon)

With the decision regarding the reduction in executive compensation, the Company has determined that the Committee has fulfilled its purpose and will therefore conclude the Committee's activities.

3. Future Actions

The Company's management recognizes that ensuring the reliable implementation of the measures formulated to prevent a recurrence is a critical responsibility of management. The Company will strive to restore the trust of all stakeholders by steadily and thoroughly implementing these measures.

Furthermore, we will continue to take responsibility for providing compensation and taking other necessary measures for customers who have suffered damages as a result of this misconduct.

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