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September 8, 2025

To whom it may concern,

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Job title and name of representative:	President and Chief Executive Officer Yasumasa Akatsuka (Code No.: 2294, TSE Prime)
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**Notice Concerning Disposal of Treasury Shares as an Incentive Plan Utilizing Restricted Stock
for Employees of the Company**

The Company hereby announces that the Board of Directors' meeting held today resolved to dispose of Treasury Shares (hereinafter referred to as the "Disposal of Treasury Shares" or the "Disposal") as follows.

1. Outline of the Disposal

(1) Date of the Disposal	November 4, 2025
(2) Class and number of shares to be disposed of	The Company common stock 5,325 shares
(3) Disposal value	2,740 yen per share
(4) Total disposal amount	14,590,500 yen
(5) Allottees, the number of such persons, and the number of shares to be disposed of	Executive officers who do not serve concurrently as directors of the Company 5 persons 1,875 shares Employees of the Company 82 persons 3,450 shares Applications for part of the number of Granted Shares from each employee of the Company will not be accepted.

2. Purpose and reason for the Disposal

At the Board of Directors' meeting held on January 14, 2022, the Company resolved to introduce an Incentive Plan utilizing restricted stock (hereinafter referred to as the "Plan") for the purpose of expanding welfare benefits for executive officers who do not concurrently serve as Directors of the Company and employees of the Company (hereinafter referred to as the "Applicable Employees".), and promoting further value sharing with shareholders through the ownership of the Company shares by the Applicable Employees to sustainably enhance the Company's corporate values. Incidentally, the outline of the Plan is as follows.

[Outline, etc. of the Plan]

The Applicable Employees shall pay all the receivables paid by the Company under the Plan as property contributed in kind and shall be issued or disposed of the common stock of the Company. The amount to be paid in per share shall be determined by the Board of Directors on the basis of the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of each resolution of the Board of Directors (if no transaction has been closed on the same day, the closing price of the most recent transaction day) to the extent that the amount is not particularly favorable to the Applicable Employees who subscribe for the said common stock.

In addition, upon the Issuance or the Disposal of the Company's common stock under the Plan, the Company and the Applicable Employees shall enter into a Restricted Stock Allotment Agreement, which shall include provisions such as (1) the Applicable Employees shall be, for a certain period of time, prohibited to dispose of the Company's common stock allotted under the Restricted Stock Allotment Agreement in any way including to transfer to third parties and to create security interests; and (2) in case of certain events, the Company shall acquire such common stock free of charge.

Considering the purpose of the Plan, the Company's business conditions, the scope of responsibilities of each Applicable Employee, and various circumstances, the Company has decided to grant receivables totaling 14,590,500 yen (hereinafter referred to as the "Receivables") and 5,325 shares of common stock to further motivate each Applicable Employee. In addition, in order to realize sharing of shareholder values over the medium term, which is the purpose of introducing the Plan, the transfer restriction period is set at three years this time.

In the Disposal of Treasury Shares, 87 Applicable Employees, who are the Scheduled Allottees, will pay all of the Receivables against the Company as property contributed in kind under the Plan and will receive disposal of common stock of the Company (hereinafter referred to as the "Allotted Shares"). In addition, application to subscribe for the Allotted Shares is optional for the Applicable Employees, and the Allotted Shares will be allotted only to the Applicable Employees who wish to make such application, and the Receivables will be paid on the condition that they are paid as property contributed in kind under the Disposal of Treasury Shares. Furthermore, an outline of the Restricted Stock Allotment Agreement to be concluded between the Company and the Applicable Employees in connection with the Disposal of Treasury Shares (hereinafter referred to as the "Allotment Agreement".) is as described in 3. below.

3. Outline of the Allotment Agreement

(1) Period of the transfer restriction

November 4, 2025 - November 3, 2028

(2) Conditions for Cancellation of the Transfer Restrictions

The transfer restriction shall be cancelled for all of the Allotted Shares upon expiration of the Transfer Restriction Period, provided that the Applicable Employee has continuously held any position as a director, an executive officer who does not concurrently serve as a director, a corporate auditor, or an employee of the Company or a subsidiary of the Company during the Transfer Restriction Period.

(3) Handling in the event that an Applicable Employee resigns or retires during the Transfer Restriction Period due to the expiration of his/her term of office, retirement age, or any other justifiable reasons

(i) When the transfer restriction will be cancelled

In case that an Applicable Employee resigns or retires from any position of a director, an executive officer who does not concurrently serve as director, a corporate auditor, or an employee of the Company or a subsidiary of the Company due to expiration of term of office, retirement age, or other justifiable reasons (including resignation or retirement due to death), the transfer restriction shall be cancelled immediately after the resignation or retirement of the Applicable Employee.

(ii) Number of shares subject to cancellation of the transfer restrictions

Number of shares obtained by multiplying the number of the Allotted Shares held at the time of said resignation or retirement specified in (i) by number obtained by dividing the number of months from the month including the Payment Date to the month including the date of the resignation or retirement of the Applicable Employee by 12 (if

the number exceeds 1, it shall be 1) (however, if a fraction of less than one share occurs as a result of the calculation, it shall be rounded down).

(4) Acquisition by the Company without consideration

If there are Allotted Shares for which the transfer restriction has not been cancelled, etc. at the time of expiration of the transfer restriction period or at the time of cancellation of the transfer restriction as specified in (3) above, the Company shall naturally acquire the Allotted Shares without consideration.

(5) Treatment in Reorganization, etc.

During the Transfer Restriction Period, if a merger agreement under which the Company becomes a dissolved company; or a share exchange agreement, a share transfer plan, or other matters related to organizational restructuring, etc. under which the Company becomes a wholly-owned subsidiary is approved at a general meeting of shareholders of the Company (however, in cases where the organizational restructuring, etc. does not require approval at a shareholders meeting of the Company, at the Board of Directors' meeting of the Company), Transfer Restriction of Shares related to such matters shall be cancelled immediately prior to the business day immediately preceding the effective date of the organizational restructuring, etc. by a resolution of the Board of Directors meeting, for the number of shares obtained by multiplying the number of the Allotted Shares held at such time by the number obtained by dividing the number of months from the month including the Payment Date to the month including the date of approval by 12 (if the number exceeds 1, it shall be 1) (however, if a fraction less than one share occurs as a result of the calculation, it shall be rounded down). In addition, at the time immediately after the cancellation of the Transfer Restriction, the Company will naturally acquire all of the Allotted Shares for which the Transfer Restriction has not been cancelled without consideration.

(6) Management of shares

During the Transfer Restriction Period, the Allotted Shares shall be managed in a dedicated account opened by the Applicable Employees at Nomura Securities Co., Ltd., so that the Allotted Shares may not be transferred, secured, or otherwise disposed of during the Transfer Restriction Period. In order to ensure the effectiveness of the restriction on transfer of the Allotted Shares, the Company has entered into an agreement with Nomura Securities Co., Ltd. in connection with the management of the accounts of the Allotted Shares held by each Applicable Employee. In addition, the Applicable Employees shall consent to the details of the management of the account.

4. Basis for calculation of the amount to be paid in and specific details thereof

The disposal price for the Disposal of Treasury Shares has been set at 2,740 yen, which is the closing price of the Company's common stock on the Prime Market of the Tokyo Stock Exchange on September 5, 2025 (the business day immediately preceding the date of the resolution by the Board of Directors), in order to set the price without arbitrariness. This is the market share price immediately before the date of the resolution of the Board of Directors, and we believe that it is reasonable and does not fall under a particularly favorable value.