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July 10, 2026

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Representative: Ichiro Kawaguchi, Chairman
and Representative Director
(Stock code: 4318; Tokyo Stock
Exchange, Prime Market)
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Notice Concerning Disposal of Treasury Shares as Restricted Stock Compensation for Directors

We hereby announce that our Board of Directors has resolved at its meeting held today to dispose of treasury shares as restricted stock compensation (hereinafter the "Disposal of Treasury Shares"), as outlined below.

1. Summary of disposal

(1) Payment date	July 30, 2026
(2) Class and number of shares to be disposed of	Common stock of the Company: 223,800 shares Of which, Restricted stock (Retirement-linked): 141,400 shares Of which, Restricted stock (Medium-term service-linked): 82,400 shares
(3) Disposal price	763 yen per share
(4) Total disposal amount	170,759,400 yen
(5) Scheduled allottees	7 Directors (*): 223,800 shares *Excluding the Director and Honorary Chairman, Outside Directors, and Directors who are Audit & Supervisory Committee Members.
(6) Other	In connection with the Disposal of Treasury Shares, an Extraordinary Report has been submitted pursuant to the Financial Instruments and Exchange Act.

2. Purpose and reason for disposal

At its meeting held on May 16, 2018, our Board of Directors resolved to introduce a restricted stock compensation plan (hereinafter the "Plan") as a new compensation system for the Company's Directors (excluding Outside Directors). Subsequently, at the 38th Annual General Meeting of Shareholders held on June 21, 2018, approval was obtained to provide the Eligible Directors with monetary compensation claims under the Plan as property to be contributed in kind for the granting of restricted stock, up to an annual amount of 150 million yen (provided, however, that an aggregate amount of up to 450 million yen for the upcoming three years may be provided in a lump sum), which is separate from the existing monetary compensation limit, and to set the transfer restriction period for the restricted stock to a period determined by the Board of Directors within a range of three to five years.

Then, at its meeting held on May 17, 2022, the Board of Directors resolved to partially revise the restricted stock compensation plan for the Company's Directors (excluding Outside Directors and Directors who are Audit & Supervisory Committee Members; hereinafter "Eligible Directors") to introduce a new plan for granting restricted stock (hereinafter the "Retirement-linked Restricted Stock Compensation Plan") in addition to the conventional Plan (hereinafter the "Medium-term Service-linked Restricted Stock Compensation Plan"), for the purpose of further increasing incentives for Eligible Directors to sustainably enhance the corporate value of the Company and further promoting shared value with shareholders. At the 42nd Annual General Meeting of Shareholders held on June 22, 2022, approval was obtained to provide Eligible Directors with monetary compensation claims under the Retirement-linked Restricted Stock Compensation Plan as property to be contributed in kind for the granting of restricted stock, up to an annual amount of 100 million yen, which is separate from the existing monetary compensation limit and the Medium-term Service-linked Restricted Stock Compensation Plan, and to set the transfer restriction period for the restricted stock from the delivery date of the restricted stock to the date on which the Eligible Director loses their position as a Director of the Company or other position determined by the Board of Directors (provided, however, that in the event that the Eligible Director loses such position within three months after the end of the fiscal year to which the delivery date of the restricted stock belongs, if there is a separate date determined by the Board of Directors within six months after the end of the said fiscal year, such separate date shall apply). Furthermore, at the same meeting, approval was also obtained to provide Eligible Directors with monetary compensation claims under the Medium-term Service-linked Restricted Stock Compensation Plan as property to be contributed in kind for the granting of restricted stock, up to an annual amount of 100 million yen, which is separate from the existing monetary compensation limit and the Retirement-linked Restricted Stock Compensation Plan.

In addition, at the 43rd Annual General Meeting of Shareholders held on June 23, 2023, approval was obtained to provide Eligible Directors with monetary compensation claims under the Retirement-linked Restricted Stock Compensation Plan as property to be contributed in kind for the granting of restricted stock, up to an annual amount of 200 million yen, which is separate from the existing monetary compensation limit and the Medium-term Service-linked Restricted Stock Compensation Plan.

The outline of the Plan is as follows:

(Outline of the Plan)

Under the Plan, Eligible Directors shall contribute all of the monetary compensation claims provided by the Company as property to be contributed in kind, and receive issuance or disposal of the Company's common stock.

The total number of the Company's common stock to be issued or disposed of under the Plan shall be up to 150,000 shares per year for the Retirement-linked Restricted Stock Compensation Plan (up to 50,000 shares per year prior to the effective date of the stock split on December 1, 2025) and up to 90,000 shares per year for the Medium-term Service-linked Restricted Stock Compensation Plan (up to 30,000 shares per year prior to the effective date of the stock split on December 1, 2025). The paid-in amount per share shall be determined by the Board of Directors based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors (or the closing price of the immediately preceding trading day if no transaction is completed on that day), within a range that is not particularly advantageous to the Eligible Directors who receive the allotment.

In addition, upon the issuance or disposal of the Company's common stock under the Plan, a restricted stock allotment agreement (hereinafter the "Allotment Agreement") shall be concluded between the Company and the Eligible Directors who receive the allotment, and the contents thereof shall include the following matters:

- (1) Eligible Directors shall not transfer, create a security interest in, or otherwise dispose of the allotted common stock of the Company for a predetermined period.
- (2) The Company shall acquire the said common stock without consideration upon the occurrence of certain events.

Pursuant to the resolution of the Board of Directors held today, the Company has recently resolved to grant a total of 223,800 shares of the Company's common stock as restricted stock (retirement-linked) and restricted stock (medium-term service-linked) (hereinafter collectively referred to as the "Allotted Shares," of which the restricted stock (retirement-linked) is referred to as the "Allotted Shares (Retirement-linked)" and the restricted stock (medium-term service-linked) is referred to as the "Allotted Shares (Medium-term Type)"), by having a total of 7 Eligible Directors contribute all of the monetary compensation claims in the total amount of 170,759,400 yen granted to them against the Company as property to be contributed in kind (the amount of monetary compensation claims to be contributed per share of offered stock shall be 763 yen).

(Outline of the Restricted Stock Allotment Agreement)

In connection with the Disposal of Treasury Shares, the Company and each Eligible Director will individually conclude the Allotment Agreement, the outline of which is as follows.

(1) Transfer Restriction Period

A. Restricted Stock (Retirement-linked)

During the period from the Payment Date to the date on which the Eligible Director loses all of their positions as a director, corporate auditor, executive officer, or employee of the Company or its subsidiaries (hereinafter the Company and its subsidiaries are collectively referred to as the "Company Group") (hereinafter the "Transfer Restriction Period (Retirement-linked)"), the Eligible Director shall not transfer, create a security interest in, or otherwise dispose of the Allotted Shares (Retirement-linked) (hereinafter the "Transfer Restriction (Retirement-linked)").

B. Restricted Stock (Medium-term Service-linked)

During the period from the Payment Date to July 29, 2031 (hereinafter the "Transfer Restriction Period (Medium-term Type)," and collectively with the Transfer Restriction Period (Retirement-linked), the "Transfer Restriction Period"), the Eligible Director shall not transfer, create a security interest in, or otherwise dispose of the Allotted Shares (Medium-term Type) (hereinafter the "Transfer Restriction (Medium-term Type)," and collectively with the Transfer Restriction (Retirement-linked), the "Transfer Restrictions").

(2) Conditions for Removal of Transfer Restrictions

A. Restricted Stock (Retirement-linked)

On the condition that the Eligible Director has continuously held any of the positions as a director, corporate auditor, executive officer, or employee of the Company Group during the period from the Payment Date to the conclusion of the Annual General Meeting of Shareholders for the fiscal year ending March 31, 2027 (hereinafter the "Service Provision Period"), the Transfer Restriction (Retirement-linked) shall be removed for all of the Allotted Shares (Retirement-linked) upon the expiration of the Transfer Restriction Period (Retirement-linked).

Provided, however, that if the Eligible Director loses all of their positions as a director, corporate auditor, executive officer, and employee of the Company Group during the Service Provision Period due to the expiration of their term of office, death, or any other reason deemed justifiable by the Board of Directors of the Company, the Transfer Restriction (Retirement-linked) shall be removed, upon the expiration of the Transfer Restriction Period (Retirement-linked), for the number of the Allotted Shares (Retirement-linked) calculated by multiplying the number of the Allotted Shares (Retirement-linked) by the number obtained by dividing the number of months from the month including the Payment Date to the month including the date of such loss of position by 12 (if the resulting number exceeds 1, it shall be deemed to be 1) (any fraction less than one share resulting from the calculation shall be rounded down).

B. Restricted Stock (Medium-term Service-linked)

On the condition that the Eligible Director has continuously held any of the positions as a director, corporate auditor, executive officer, or employee of the Company Group during the Transfer Restriction Period (Medium-term Type), the Transfer Restriction (Medium-term Type) shall be removed for all of the Allotted Shares (Medium-term Type) upon the expiration of the Transfer Restriction Period (Medium-term Type).

Provided, however, that if the Eligible Director loses all of their positions as a director, corporate auditor, executive officer, or employee of the Company Group due to the expiration of their term of office, death, or any other reason deemed justifiable by the Board of Directors of the Company, the Transfer Restriction (Medium-term Type) shall be removed, upon the expiration of the Transfer Restriction Period (Medium-term Type), for the number of the Allotted Shares (Medium-term Type) calculated by multiplying the number of the Allotted Shares (Medium-term Type) by the number obtained by dividing the number of months from the month including the Payment Date to the month including the date of such loss of position by 60 (if the resulting number exceeds 1, it shall be deemed to be 1) (any fraction less than one share resulting from the calculation shall be rounded down).

(3) Acquisition by the Company Without Consideration

The Company shall automatically acquire the Allotted Shares for which Transfer Restrictions have not been removed without consideration as of the time when the Transfer Restriction Period expires.

(4) Management of Shares

To ensure that the Allotted Shares cannot be transferred, have a security interest created therein, or otherwise be disposed of during the Transfer Restriction Period, the Allotted Shares shall be managed in a dedicated account for restricted stock opened by the Eligible Director at Daiwa Securities Co. Ltd. during the Transfer Restriction Period.

(5) Treatment in the Event of Organizational Restructuring, Etc.

If, during the Transfer Restriction Period, a merger agreement in which the Company becomes the disappearing company, a share exchange agreement or a share transfer plan in which the Company becomes a wholly-owned subsidiary, or any other matter concerning organizational restructuring, etc., is approved at a General Meeting of Shareholders of the Company (or by the Board of Directors of the Company if approval by the General Meeting of Shareholders of the Company is not required for such organizational restructuring, etc.), the Transfer Restrictions on the Allotted Shares shall be removed by a resolution of the Board of Directors as of the time immediately preceding the business day prior to the effective date of the organizational restructuring, etc., for the number of the Allotted Shares calculated by multiplying the number of the Allotted Shares held at that 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 of the organizational restructuring, etc., by 12 (or by 60 for Restricted Stock (Medium-term Service-linked)) (if the resulting number exceeds 1, it shall be deemed to be 1) (any fraction less than one share resulting from the calculation shall be rounded down).

3. Basis for Calculation of the Paid-in Amount and Specific Details Thereof

The Disposal of Treasury Shares is to be carried out by having the scheduled allottees contribute the monetary compensation claims provided to them under the Plan as property to be contributed. In order to eliminate arbitrariness, the disposal price has been set at 763 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange on July 9, 2026 (the business day immediately preceding the date of the resolution of the Board of Directors). This is the market share price immediately prior to the date of the resolution of the Board of Directors, and the Company believes that it is reasonable and appropriately reflects the Company's corporate value under circumstances where there are no special circumstances indicating that the most recent share price cannot be relied upon, and that it does not constitute a price that is particularly advantageous to the Eligible Directors.