

27 June 2025

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## Notice Regarding Disposal of Treasury Stock as Restricted Stock Compensation

We hereby announce that at the Board of Directors meeting held on 27 June 2025, we resolved to dispose of treasury stock (hereinafter referred to as the "disposal of treasury stock" or "disposal") as described below.

### 1. Summary of Disposal

(1)	Disposal date	25 July 2025
(2)	Type and number of shares to be disposed of	Common stock of the Company 4,453 shares
(3)	Disposal value	2,136 yen per share
(4)	Total amount of disposal	9,511,608 yen
(5)	Disposal destination, number of persons, and number of shares disposed of	Directors (excluding outside directors) 4 persons 4,453 shares
(6)	Other	Not applicable.

### 2. Purpose and Reasons for Disposal

At the meeting of the Board of Directors held on 13 May 2019, the Company resolved to introduce a new compensation system for the Company's directors (excluding outside directors; hereinafter referred to as the "Eligible Directors") in the form of a restricted stock compensation plan (hereinafter referred to as the "Plan") for the purposes of providing incentives to achieve the Company's medium- to long-term vision, further enhancing governance, and promoting greater value sharing with shareholders. In addition, at the 95th Ordinary General Meeting of Shareholders held on 27 June 2019, approval was obtained for the granting to the Eligible Directors of monetary compensation (hereinafter referred to as the "Restricted Stock Compensation") of up to 60 million yen per year (excluding salary for services as employees), to be used as contributed property for the acquisition of restricted shares under the Plan, and for setting the transfer restriction period for such restricted shares to a period between three and six years, as determined by the Board of Directors.

The outline of the plan, etc. is as follows.

#### [Outline of the Plan]

The Eligible Directors will contribute in kind the entire amount of the monetary compensation claims granted by the Company under the Plan as contributed property, and will receive an allotment or disposal of the Company's common shares. In addition, under the Plan, the total number of shares of the Company's common stock to be issued or disposed of to the Eligible Directors shall not exceed 40,000 shares per year, and the amount to be paid in 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 relevant Board resolution (or, if no

trading occurred on that day, the closing price on the most recent trading day prior thereto), within a range that does not constitute a particularly favorable price for the Eligible Directors subscribing to such common stock.

In addition, upon the issuance or disposal of the Company's common stock under the Plan, the Company and the Eligible Directors shall enter into a Restricted Stock Allotment Agreement, which shall include provisions such as: (i) for a certain period, the Eligible Directors shall not transfer, create a security interest over, or otherwise dispose of the Company's common stock allotted to them under the Restricted Stock Allotment Agreement; and (ii) in the event that certain conditions are met, the Company may acquire such common stock without consideration.

In this case, taking into consideration the purpose of the Plan, the Company's business performance, the scope of responsibilities of each Eligible Director, and various other circumstances, it has been decided to grant monetary compensation claims totaling 9,511,608 yen (hereinafter referred to as the "Monetary Compensation Claims") and to allot 4,453 shares of common stock. In addition, in order to realize the purpose of the Plan—namely, the sharing of shareholder value over the medium to long term—the transfer restriction period has been set at three years.

In this disposal of treasury shares, under the Plan, the four Eligible Directors who are the intended allottees will contribute in kind the full amount of the Monetary Compensation Claims to the Company as contributed property, and will receive a disposal of the Company's common stock (hereinafter referred to as the "Allotted Shares"). The outline of the Restricted Stock Allotment Agreement (hereinafter referred to as the "Allotment Agreement") to be executed between the Company and the Eligible Directors in connection with this disposal of treasury shares is as described in Section 3 below.

### 3. Summary of the Allotment Agreement

(1) Transfer restriction period: 25 July 2025 to 24 July 2028

(2) Conditions for cancellation of transfer restrictions

Provided that the Eligible Director continues to hold the position of Director of the Company throughout the transfer restriction period, the transfer restrictions on all of the Allotted Shares shall be lifted at the expiration of the transfer restriction period.

(3) Treatment in the event that an Eligible Director retires due to expiration of term, reaching retirement age, or other justifiable reasons during the transfer restriction period

[1] Timing of lifting transfer restrictions

If an Eligible Director resigns from the position of Director of the Company due to the expiration of their term, reaching the mandatory retirement age, or other justifiable reasons (excluding resignation due to death), the transfer restrictions shall be lifted at the time immediately following such resignation. In the event of resignation due to death, the transfer restriction shall be lifted at the time separately determined by the Board of Directors after the death of the relevant director.

[2] Number of shares subject to the lifting of transfer restrictions

The number of Allotted Shares for which the transfer restrictions shall be lifted shall be calculated by multiplying the number of Allotted Shares held at the time of resignation as specified in item [1] by a fraction equal to the number of months the Eligible Director served during the transfer restriction period divided by 12 (provided that if the resulting value exceeds 1, it shall be deemed to be 1); any fractional shares resulting from the calculation shall be rounded down to the nearest whole share.

(4) Acquisition Without Consideration by the Company

At the expiration of the transfer restriction period or at the time the transfer restrictions are lifted as specified in item (3) above, the Company shall, as a matter of course, acquire without consideration any Allotted Shares for which the transfer restrictions have not been lifted.

(5) Management of Shares

In order to prevent the transfer, creation of a security interest over, or any other disposal of the Allotted Shares during the transfer restriction period, the Allotted Shares shall be managed in a dedicated account opened by

the Eligible Director at Nomura Securities Co., Ltd. for the duration of the transfer restriction period. To ensure the effectiveness of the transfer restrictions and other related terms concerning the Allotted Shares, the Company has entered into an agreement with Nomura Securities Co., Ltd. regarding the management of the accounts holding the Allotted Shares owned by each Eligible Director. In addition, each Eligible Director shall be deemed to consent to the terms of such account management.

(6) Treatment in the Event of Organizational Restructuring, etc.

If, during the transfer restriction period, matters concerning an organizational restructuring—such as a merger agreement under which the Company becomes the dissolving company, a share exchange agreement or share transfer plan under which the Company becomes a wholly owned subsidiary, or any similar event—are approved at a general meeting of shareholders of the Company (or, in cases where such approval is not required at a general meeting of shareholders, by resolution of the Board of Directors of the Company), then, by resolution of the Board of Directors, the transfer restrictions shall be lifted immediately prior to the business day preceding the effective date of such organizational restructuring with respect to a number of Allotted Shares calculated by multiplying the number of Allotted Shares held at that time by a fraction equal to the number of months from the start of the transfer restriction period up to and including the month in which such approval occurs, divided by 12 (provided that if the resulting value exceeds 1, it shall be deemed to be 1); any fractional shares resulting from the calculation shall be rounded down to the nearest whole share. In addition, immediately after the transfer restrictions are lifted as described above, the Company shall, as a matter of course, acquire without consideration all remaining Allotted Shares for which the transfer restrictions have not been lifted.

4. Basis and Details of the Payment Amount

This disposal of treasury shares is being conducted using the monetary compensation claims granted by the Company under the Plan (restricted stock compensation plan with transfer restrictions), which are contributed as property. To eliminate arbitrariness in the disposal price, the price has been set as the closing price of the Company's common shares on the Tokyo Stock Exchange Prime Market on 26 June 2025 (the business day prior to the date of the resolution by the Board of Directors). This price reflects the market value immediately prior to the Board resolution date and is deemed reasonable and not to constitute a particularly favorable price.