



July 15, 2025

To whom it may concern,

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Notice Concerning Disposal of Treasury Shares as Restricted Share Remuneration

The company hereby announces that its Board of Directors has resolved at a meeting held on July 15, 2025, to dispose of treasury shares (hereinafter referred to as the “Disposal of Treasury Shares” or “Disposal”) as described below.

1. Summary of Disposal

(1) Date of disposal	August 12, 2025
(2) Type and number of shares to be disposed	4,000 shares of common share of the company
(3) Disposal value	1,487 yen per share
(4) Disposal total amount	5,948,000 yen
(5) Disposal destination and number of persons, and Number of shares disposed	Two directors of the company (excluding directors who are members of the Audit and Supervisory Committee and outside directors) 4,000 shares

2. Purpose and reason for the disposal

At a meeting of the Board of Directors held on May 17, 2021, the company resolved to establish a remuneration system for the company's directors (excluding directors who are members of the Audit and Supervisory Committee and outside directors; collectively referred to as “Target Directors”) and executive officers who do not concurrently serve as directors (collectively referred to as “Target Directors, etc.”) The purpose of this resolution is to secure talented management personnel, provide incentives for the sustainable improvement of the company's corporate value, and promote further value sharing with shareholders. In addition, at the 43rd Annual General Meeting of Shareholders to be held on June 22, 2021, based on this system, the company was approved to pay monetary remuneration (hereinafter referred to as “restricted share remuneration”) to the Target Directors as consideration to be used as investment assets for the acquisition of shares subject to transfer restrictions, in the form of monetary claims of up to 60 million yen per year, and up to 30,000 shares of the company's common share to be issued or disposed of, and that the transfer restriction period for the Restricted Share shall be from the date of allocation of the company's common shares pursuant to the Restricted Share Allocation Agreement to be concluded between the company and the Target Directors until the date of retirement or resignation from the position of director, executive officer, employee, or employee (hereinafter referred to as “Officers, etc.”) of the company or a group company to which the company belongs, or the date of death of the Target Directors, whichever comes first.

Therefore, the disposal of treasury shares will be carried out as part of this system for the Target Directors, etc.

The outline of this system is as follows.

【Outline of the system, etc.】

The Target Directors, etc. shall pay all of the monetary claims paid by the company under this system as in-kind

contributions and receive the issuance or disposal of the company's common shares. The amount to be paid per share shall be determined by the Board of Directors based on the closing price of the company's common shares on the Prime Market of the Tokyo Stock Exchange on the business day prior to the date of the resolution of the Board of Directors (or, if no trading was conducted on that date, the closing price on the most recent trading day prior to that date), to the extent that such amount is not particularly advantageous to the Directors, etc. subject to the transfer of shares.

In addition, when issuing or disposing of the company's common shares under this system, the company shall enter into a share allocation agreement with transfer restrictions with the Target Directors, etc., which shall include the following provisions: ① The Target Directors, etc. shall be prohibited from transferring, pledging as collateral, or otherwise disposing of the company's common shares allocated to them under the share allocation agreement with transfer restrictions to any third party for a certain period of time; and ② The company shall acquire the common shares without consideration in the event that certain events occur.

This time, after consulting with the Nomination and Remuneration Committee, and taking into consideration the purpose of this system, the business conditions of the company, the scope of responsibilities of each eligible director, and various other circumstances, we have decided to grant a total of 5,948,000 yen in monetary claims (hereinafter referred to as "monetary claims") and 4,000 shares of common share to each eligible director for the purpose of further improving their motivation.

In this disposal of treasury shares, based on this system, the two Target Directors, who are the allottees, will pay all of their monetary claims against the company as in-kind contributions and receive shares of common share of the company (hereinafter referred to as the "Allotted Shares"). The outline of the share allotment agreement with restrictions on transfer (hereinafter referred to as the "Allotment Agreement") to be concluded between the company and the Target Directors in this disposal of treasury shares is as follows in 3. below.

1. Summary of the Allotment Agreement

(1) Restriction period on transfer

From August 12, 2025, until the date of resignation or retirement from any position as an employee or other position.

(2) Lifting of transfer restrictions

The company shall lift the transfer restrictions on the shares at the time of retirement or resignation of the directors, etc. who have been granted the Allotted Shares, provided that such directors, etc. have retired or resigned from their positions as officers or employees due to the expiration of their terms of office, reaching retirement age, death, inability to perform their duties or work due to illness, resignation or retirement for reasons not attributable to themselves, or other reasons deemed valid by the Board of Directors of the company (hereinafter referred to as "Valid Reasons").

(3) Treatment in the event of reorganization, etc.

If, during the transfer restriction period, a merger agreement whereby the company becomes the dissolving company, a share exchange agreement or share transfer plan whereby the company becomes a wholly owned subsidiary, or other matters related to reorganization, etc. are approved by the company's general meeting of shareholders (or, if approval by the company's general meeting of shareholders is not required for such reorganization, etc., by the company's board of directors), all transfer restrictions on the Allotment Shares held at that time shall be released by resolution of the Board of Directors. However, if the effective date of the Reorganization, etc. falls between the conclusion of the company's annual general meeting of shareholders and the conclusion of the next annual general meeting of shareholders (hereinafter referred to as the "Service Period"), the number of shares granted during the Service Period shall be divided by 12 (any fraction less than one share shall be rounded down) and the number of months from July 1 to the date approved at the relevant shareholders' meeting (any fraction less than one month shall be rounded down) shall be multiplied to obtain the number of shares for which the transfer restriction shall be lifted immediately before the business day immediately preceding the effective date of the reorganization, etc.

(4) Acquisition without consideration

The company shall, if the Target Directors, etc. who have been granted the Allotted Shares violate laws and regulations during the Transfer Restriction Period or fall under certain circumstances specified in the Allotment Agreement, acquire all of the Allotted Shares at that time without consideration. In addition, if any of the Target

Directors, etc. who have been granted the Allotted Shares resign or retire from their positions as officers or employees, or if there are any Shares subject to transfer restrictions that have not been released at the time of the effective date of the reorganization, etc., the company shall automatically acquire such Shares without consideration. However, if the Target Director, etc. leaves his/her position during the Service Provision Period for a valid reason, the company shall automatically acquire the number of shares calculated by dividing the number of shares to be transferred by 12 (any fraction less than one share shall be rounded down) and multiplying the result by the number of months remaining in the Service Provision Period (calculated as the number of months remaining from July to June of the following year, with any portion of a month counted as a full month) at no additional charge.

(5) Management of shares

The Allotted Shares shall be managed in a special account opened by Nomura Securities Co., Ltd. for the Target Directors, etc. during the Transfer Restriction Period so that they cannot be transferred, pledged as collateral, or otherwise disposed of during the Transfer Restriction Period. The company has entered into an agreement with Nomura Securities Co., Ltd. regarding the management of accounts for the Allotted Shares held by each Target Director, etc. in order to ensure the effectiveness of the transfer restrictions, etc. on the Allotted Shares.

2. Basis for calculating the payment amount and specific details

The disposal of treasury shares to the allottees will be made by contributing the monetary claims paid as restricted share remuneration for the company's 48th fiscal year under this system as capital assets. In order to eliminate arbitrariness, the disposal value has been set at 1,487 yen, which is the closing price of the company's common shares on the Prime Market of the Tokyo Stock Exchange on July 14, 2025 (the business day prior to the date of the resolution of the Board of Directors). This is the market price immediately prior to the date of the resolution of the Board of Directors, and we believe that it is reasonable and not particularly advantageous.

End

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