



October 10, 2025

To whom it may concern

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Notice Regarding Revision of the “Corporate Governance Guidelines”

We hereby announce that at the Board of Directors meeting held on October 10, 2025, we revised our “Corporate Governance Guidelines” as follows.

1. Background for Revising These Guidelines

These guidelines have been established to achieve the best possible corporate governance. This aims to ensure the sustainable growth and long-term enhancement of corporate value for our company, while also enabling our shareholders to hold our company's stock with confidence over the long term, in line with the spirit of the Tokyo Stock Exchange's “Corporate Governance Code.”

In conjunction with the formulation and promotion of the “Mid-Term Management Plan 2026-2030,” we have revised these Guidelines to further strengthen the foundation for sustainable growth and achieve greater enhancement of corporate value. This revision aims to enrich our initiatives and review and reinforce our governance framework.

2. Main Revisions

- Corporate Philosophy
- Article 8, Paragraph 1: Change in location of dividend policy statement.
- Article 10, Paragraph 3: Revision regarding authorization of powers related to nomination, evaluation, and determination of compensation for management.
- Article 14, Paragraphs 1 and 2: Revision regarding composition of the Board of Directors and expected roles of outside directors.
- Article 15, Paragraph 3: Revision regarding qualifications and nomination procedures for directors.
- Article 21, Paragraphs 2 and 3: Revised regarding compensation for directors and others.

For further details, please refer to the “Corporate Governance Guidelines (Japanese)” posted on our company website.

<Corporate Governance Guidelines>

<https://www.inter-action.co.jp/wp-content/uploads/2025/10/1bfa0850749722d20e34bd8688341cdd.pdf>

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