



February 25, 2026

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

The Company has resolved to dispose of treasury stock (the "Disposal of Treasury Stock") at the Board of Directors meeting held today. The following is an announcement.

### 1. Overview of the Disposal of treasury stock

(1) Disposal date	March 24, 2026
(2) Class and number of stock to be Disposed of	Common stock of the Company: 28,528shares
(3) Disposal Price	2,068 yen per share
(4) Total Disposal Price	58,995,904 yen
(5) Allottees and Number thereof, Number of Stocks to be Disposed of	5 Directors (excluding Outside Directors): 14,237shares 10 Executive Officers: 14,291shares (excluding concurrent posts as a Director)
(6) Other	This disposal of treasury shares constitutes a solicitation of securities for which no notification of solicitation or sale is required, as stipulated in Article 2-12, Item 1 of the Order for Enforcement of the Financial Instruments and Exchange Act. Furthermore, since the total amount of the disposal price is less than 100 million yen, the Company will not file a Securities Registration Statement, a Securities Notice, or an Extraordinary Report.

### 2. Purpose and Reason for the Disposal

At a Board of Directors meeting held on January 14, 2022, we resolved to introduce a restricted stock compensation plan (hereinafter referred to as "this Plan") as a new compensation system for our directors (excluding outside directors, hereinafter referred to as "Eligible Directors") and executive officers not concurrently serving as directors (hereinafter collectively referred to as "Eligible Directors, etc."). The purpose of this plan is to provide incentives for the sustainable improvement of our corporate value and to further share value with our shareholders. Furthermore, at the 191st Annual General Meeting of Shareholders held on February 25, 2022, approval was obtained for the provision of monetary claims within an annual limit of 50 million yen to Eligible Directors as monetary compensation for the acquisition of restricted stock

(hereinafter referred to as "Restricted Stock Compensation"), and for the issuance or disposal of our common shares within an annual limit of 100,000 shares based on this Plan. Approval was also obtained for setting the restricted period for restricted stock from the allotment date until immediately after the Eligible Director, etc. retires from the position predetermined by our Board of Directors.

The outline of this Plan is as follows:

[Outline of this Plan, etc.]

Eligible Directors, etc. will pay in full the monetary claims provided by our company under this Plan as property contributed in kind, and will receive our common shares through issuance or disposal. The payment amount per share will be determined by the Board of Directors within a range that is not particularly favorable to the Eligible Directors, etc. receiving the common shares, based on the closing price of our common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of each Board of Directors resolution (or the closing price on the most recent trading day if no transaction occurred on that day).

Furthermore, upon the issuance or disposal of our common shares under this Plan, a restricted stock allotment agreement will be concluded between our company and the Eligible Directors, etc.. The contents of this agreement will include: (i) Eligible Directors, etc. shall be prohibited from transferring, pledging, or otherwise disposing of the common shares allotted under the restricted stock allotment agreement to third parties for a certain period; and (ii) our company shall acquire such common shares without consideration if certain events occur.

This time, after consulting with an advisory board predominantly composed of independent outside directors, and considering the purpose of this Plan, our company's business performance, the scope of responsibilities of each Eligible Director, etc., and various other circumstances, we have decided to grant monetary claims totaling 58,995,904 yen (hereinafter referred to as "this Monetary Claim") and 28,528 common shares, with the aim of further enhancing the motivation of each Eligible Director, etc.. In this Disposal of Treasury Stock, based on this Plan, the 15 Eligible Directors, etc. who are the prospective allottees will pay in full this Monetary Claim against our company as property contributed in kind, and will receive our common shares (hereinafter referred to as "the Allotted Shares") through disposal. An outline of the restricted stock allotment agreement (hereinafter referred to as "this Allotment Agreement") to be concluded between our company and the Eligible Directors, etc. in this Disposal of Treasury Stock is as follows.

### 3. Outline of this Allotment Agreement

#### (1) Restricted Period

From March 24, 2026 (hereinafter referred to as "this Disposal Date") until the date on which an Eligible Director retires from either the position of director or auditor of our company (or, in the case of an allottee who is an executive officer not concurrently serving as a director, the date on which they retire from the position of executive officer not concurrently serving as a director of our company).

#### (2) Conditions for Lifting

Transfer Restrictions Subject to the condition that the Eligible Director, etc. continuously held the position of either a director or auditor of our company (or, in the case of an allottee who is an executive officer not concurrently serving as a director, the position of executive officer not concurrently serving as a director of our company) during the period from the start date of their duties until immediately before the conclusion of the first Annual General Meeting of Shareholders thereafter (hereinafter referred to as "this Service Provision Period"), the transfer restrictions will be lifted for all Allotted Shares at the expiration of the restricted period.

#### (3) Treatment in cases where Eligible Directors, etc. retire during this Service Provision Period due to expiration of term or other legitimate reasons

##### ① Timing for Lifting Transfer Restrictions:

If an Eligible Director retires from both the position of director and auditor of our company (or, in the case of an allottee who is an executive officer not concurrently serving as a director, the position of executive officer not concurrently serving as a director of our company) due to expiration of term or other legitimate reasons (including retirement due to death), the transfer restrictions will be lifted immediately after the Eligible Director, etc.'s retirement.

##### ② Number of Shares Subject to Lifting Transfer Restrictions:

This will be the number of Allotted Shares held at the time of retirement as specified in ①, multiplied by the number obtained by dividing the number of months from the month including this Disposal Date to the month including the date of the Eligible Director, etc.'s retirement by 12 (if the result exceeds 1,

it shall be 1) (provided that if a fraction less than one share results from the calculation, it shall be rounded down).

(4) Acquisition by Our Company

Without Consideration Our company shall automatically acquire without consideration any Allotted Shares for which transfer restrictions have not been lifted at the expiration of the restricted period or at the time of lifting restrictions as specified in (3) above.

(5) Treatment in Organizational

Restructuring, etc. If, during the restricted period, a merger agreement in which our company is the disappearing company, a stock exchange agreement or stock transfer plan in which our company becomes a wholly owned subsidiary, or other matters related to organizational restructuring are approved by our shareholders' meeting (however, if approval by our shareholders' meeting is not required for such organizational restructuring, then by our Board of Directors), then by a resolution of the Board of Directors, the transfer restrictions for the number of Allotted Shares held at that time, calculated by multiplying the number obtained by dividing the number of months from the month including this Disposal Date to the month including the date of such approval by 12 (if the result exceeds 1, it shall be 1) (provided that if a fraction less than one share results from the calculation, it shall be rounded down), shall be lifted immediately before the business day preceding the effective date of the organizational restructuring. Furthermore, immediately after the lifting of these transfer restrictions, our company shall automatically acquire without consideration all Allotted Shares for which transfer restrictions have not been lifted.

(6) Management of Shares

To prevent the transfer, pledging, or other disposal of the Allotted Shares during the restricted period, these shares will be managed in a dedicated account opened by the Eligible Directors, etc. at Nomura Securities Co., Ltd. for the duration of the restricted period. Our company has entered into an agreement with Nomura Securities Co., Ltd. regarding the management of the accounts for the Allotted Shares held by each Eligible Director, etc. to ensure the effectiveness of the transfer restrictions, etc. for the Allotted Shares. The Eligible Directors, etc. shall agree to the contents of the management of said account.

4. Basis for Calculation of Payment Amount and its Specific Details

The disposal of our treasury stock to the prospective allottees is carried out using the monetary claims provided as restricted stock compensation for our 196th fiscal year, based on this Plan, as the property contributed in kind. The disposal price has been set at 2,068 yen, which is the closing price of our common shares on the Tokyo Stock Exchange Prime Market on February 24, 2026 (the business day preceding the Board of Directors' resolution date), to exclude arbitrariness. We believe this price, being the market share price immediately prior to the Board of Directors' resolution date, is reasonable and not particularly favorable.

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