November 27, 2024

To Whom It May Concern

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Notice Concerning Issuance of New Shares as Restricted Stock Compensation

At the meeting of the Board of Directors held today, the Company resolved to issue new shares (hereinafter referred to as the "New Share Issue") as restricted stock compensation as follows.

1. Outline of the Issuance

(1) Payment date	December 19, 2024
(2) Class and number of shares to be issued	Common stock of the Company 29,000 shares
(3) Issue price	344 yen per share
(4) Total amount of issue	9,976,000 yen
(5) Allottees	One director 29,000 shares *Excluding directors who are members of the Audit and Supervisory Committee and outside directors.
(6) Others	Not applicable. (Note)

(Note) Since the total amount to be issued is 10 million yen or less, neither a securities registration statement nor a securities notification pursuant to the Financial Instruments and Exchange Law has been submitted.

2. Purpose and Reason for Issuance

At the meeting of the Board of Directors held on October 14, 2022, the Company resolved to introduce a restricted stock compensation plan as a new compensation plan (hereinafter referred to as the "Plan") for the Company's directors (excluding Directors who are members of the Audit and Supervisory Committee and Outside Directors. The same applies hereinafter.) for the purpose of providing incentives to continuously improve the Company's corporate value and to further promote value sharing with shareholders.

In addition, the following was approved at the 11th Ordinary General Meeting of Shareholders held on November 29, 2022.

① Under the Plan, shares with transfer restrictions shall be granted to Directors as compensation, etc., or cash compensation claims for the grant of shares with transfer restrictions shall be paid as compensation, etc., and the period of such transfer restrictions shall be a period determined by the Board of Directors of the Company between 3 years and 10 years.

② Shares with transfer restrictions shall be granted either by issuing or disposing of shares of common stock of the Company without requiring payment of money as compensation to Directors, or by issuing or disposing of shares of common stock of the Company in exchange for contribution in kind of all cash compensation claims paid to Directors.

③ The total number of shares of the Company's common stock to be issued or disposed of under this Plan shall not exceed 80,000 shares per year, and the amount of such shares shall be separate from the existing cash compensation limit and shall not exceed 20 million yen per year.

At the meeting of the Board of Directors held today, the Company resolved to issue 29,000 shares of common stock of the Company as restricted transferable shares by paying 9,976,000 yen in cash compensation to one director of the Company (hereinafter referred to as "Eligible Director") and having him contribute the same in kind, taking into consideration the purpose of this Plan, the scope of responsibilities of the eligible director, and other various circumstances.

< Summary of the Restricted Share Allotment Agreement >

In connection with New Share Issue, the Company and the Eligible Director will enter into a restricted stock allotment agreement (hereinafter referred to as the "Allotment Agreement"). The outline is as follows.

(1) Restricted transfer period

During the period from December 19, 2024 (payment date) to December 19, 2027, the Eligible Director may not transfer, grant a security interest in, or otherwise dispose of the shares of common stock of the Company allotted under the Allotment Agreement (the "Allotted Shares").

(2) Conditions for Cancellation of Transfer Restrictions

On the condition that the Subject Director has continuously held the position of either director or employee of the Company or its subsidiary during the Restriction Period, the restriction on transfer of all of the Allotted Shares shall be cancelled on the expiration date of the Restriction Period. However, if the Subject Director loses his position as a director or employee of the Company or its subsidiary due to the expiration of his term of office, death, or any other reason deemed justifiable by the Board of Directors of the Company during the Restriction Period, as of the time immediately following such loss, the restriction on transfer shall be lifted with respect to all of the Shares held by the Subject Director as of such time.

(3) Acquisition by the Company without consideration

The Company shall naturally acquire the Allotted Shares for which the transfer restriction has not been cancelled without consideration at the expiration of the Restriction Period or immediately after the Eligible Director loses his/her position as a director or employee of the Company or any of its subsidiaries during the Restriction Period.

(4) Management of shares

The Allotted Shares shall be managed during the Restricted Transfer Period in a dedicated account for Restricted Shares opened by the Eligible Director at Daiwa Securities Co. Ltd., so that they cannot be transferred, pledged or otherwise disposed of during the Restricted Period.

(5) Treatment in the event of organizational restructuring, etc.

In the event that a merger agreement under which the Company is to be dissolved, a share exchange agreement or share transfer plan under which the Company is to become a wholly owned subsidiary, or other matters related to organizational restructuring, etc. are approved at a general meeting of shareholders (If approval by the general meeting of shareholders of the Company is not required, the Board of Directors of the Company), during the restriction period, the restriction on transfer of all of the allotted shares shall be lifted immediately prior to the business day immediately preceding the effective date of the organizational restructuring, by a resolution of the Board of Directors of the Company.

3. Basis of Calculation of Amount to be Paid and Specific Details thereof

This New Share Issue will be made with the cash compensation claims paid to the allottee under the Plan as the assets to be contributed, and the amount to be paid in is set at 344 yen, which is the closing price of common stock of the Company on the Tokyo Stock Exchange on November 26, 2024 (the business day immediately prior to the date of the Board of Directors' resolution), in order to make the amount to be paid in a price that eliminates arbitrariness. This is the market share price immediately prior to the date of the Board of Directors' resolution, and in the absence of special circumstances indicating that

the most recent share price cannot be relied upon, we consider this to be a reasonable price that appropriately reflects the Company's corporate value and does not constitute a particularly favorable price for the eligible director.

End