May 15, 2025

To Whom It May Concern:

Company Name:	TOTECH CORPORATION
Name of Representative:	Kaoru Koyama, Representative Director and President (Securities Code: 9960)
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Raising of the Salary Level

The Company is pleased to announce that it has decided to raise the salary level in accordance with the wage revision in May 2025. This will be the third consecutive year that the salary level has been raised.

Notice

1. Background and Objectives

The TOTECH GROUP's First Medium-term Management Plan (FY2023 though FY2025) aims to realize a corporate group that is "Comfort to people." In this Medium-term Management Plan, we regard human resources as an important foundation that supports the creation of social and economic value, and set forth "Investment in human resources" as one of the strategic frameworks.

In May 2023, and May and December 2024, the Company raised the wage level of its employees by increasing the base pay. Furthermore, in light of the recent price increase, we have decided to raise the base pay level again in FY2025 with the aim of creating a rewarding work environment where employees can live with peace of mind, as well as raising employee motivation and attracting talented human resources. The base pay increase this time will be a flat rate of 13, 000 yen for everyone.

Moreover, a year-end bonus is also scheduled for the performance in FY2024.

2. Summary

・Base pay increase:

Average 13, 000 yen per person per month (1,033 career-track and regular staff)

・Eligible persons: Full-time employees of TOTECH CORPORATION

・Timing of implementation: From salary for May 2025

3. Impact on earnings

The increase in base pay has been factored into the consolidated financial results forecast for the fiscal year ending March 2026.