November 10, 2026

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(Securities Code: 8252, Tokyo Stock Exchange, Prime Market)
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# Notice of Disposal of Treasury Shares through Third-Party Allotment

We hereby announce that our Board of Directors, at its meeting held today, resolved to dispose of treasury shares through a third-party allotment (hereinafter referred to as the "Disposal of Treasury Shares") as described below.

1. Outline of the Disposal

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| (1) Payment date | November 30, 2026 |
| (2) Class and number of shares to be disposed of | Common stock 568,700 shares |
| (3) Disposal value | 2,852 yen per share |
| (4) Total disposal value | 1,621,932,400 yen |
| (5) Planned disposed to | The Master Trust Bank of Japan, Ltd.<br>(BIP Trust Account 75958): 404,100 shares<br>The Master Trust Bank of Japan, Ltd.<br>(ESOP Trust Account 75959): 164,600 shares |
| (6) Others | This disposal of treasury shares has been reported in an extraordinary report pursuant to the Financial Instruments and Exchange Act. |

2. Purpose and Reasons for the Disposal

The Company has decided to continue, with partial revisions, the stock compensation plan and stock grant plan (hereinafter referred to as "the Plan"), which use the mechanisms known as the Directors' BIP (Board Incentive Plan) Trust and the ESOP (Employee Stock Ownership Plan) Trust to deliver and provide (hereinafter referred to as the "Delivery, etc.") the Company's shares and money equivalent to the cash proceeds from the conversion of the Company's shares (hereinafter referred to as the "our Company's shares, etc.") to the Company's Directors (excluding external directors and domestic non-residents) and Executive Officers, Directors

(excluding external directors and domestic non-residents, and together with the Company's Directors and Executive Officers, hereinafter referred to as "Eligible Directors etc.") of 14 Group subsidiaries and other companies (hereinafter referred to as the "Subject Subsidiaries" and together with the Company and the Subject Subsidiaries, referred to as the "Eligible Companies"), and the Group's executive management employees (together with "Eligible Directors", hereinafter referred to as "Eligible Persons"), for three fiscal years covered by the Company's "Management Vision & Strategy Story 2031." (the three fiscal years from the fiscal year ending March 31, 2027 to the fiscal year ending March 31, 2029, hereinafter referred to as the "Applicable Period").

In connection with this, the Company has resolved to conduct the Disposal of Treasury Shares to the trusts established for the Plan (the trust established for Eligible Directors, etc. is referred to as the "BIP Trust," and the trust established for management executives of the Company and its group subsidiaries is referred to as the "ESOP Trust"; these are collectively referred to as the "Trusts").

For an overview of the Trusts, please refer to the timely disclosure documents dated today, "Notice of Determination of Timing, etc. for Acquisition of Shares in Connection with Continuation of Performance-Based Stock Compensation Plan for Directors, etc." and "Notice of Determination of Timing, etc. for Acquisition of Shares in Connection with Continuation of the Incentive Plan for the Group's Executive Management Employees," as well as the timely disclosure documents dated May 15, 2026, "Notice of Continuation and Partial Revision of Performance-Based Stock Compensation Plan for Directors, etc." and "Notice of Continuation and Partial Revision of the Incentive Plan for Group Executive Management Employees."

The Disposal of Treasury Shares will be conducted through a third-party allotment to The Master Trust Bank of Japan, Ltd., which is the joint trustee of the trust agreements for the Trusts that the Company enters into with Mitsubishi UFJ Trust and Banking Corporation in connection with the continuation of the Trusts.

The number of shares to be disposed of is the number of shares expected to be delivered to the Plan Participants during the trust period, based on the share delivery regulations for each trust agreement. The scale of dilution is 0.31% of the total number of issued shares (rounded to the second decimal place; 0.33% of the total number of voting rights of 1,736,628 as of September 30, 2026).

The Company's shares allotted through the Disposal of Treasury Shares will be delivered to the Plan Participants in accordance with the share delivery regulations. As it is not anticipated that the shares from this disposal will flow into the stock market all at once, the impact on the stock market is considered to be minimal, and the Company has determined that the number of shares to be disposed of and the scale of dilution are reasonable.

Outline of Each Trust Agreement

| (1) Name of the plan | BIP Trust | ESOP Trust |
|---|---|---|
| (2) Type of trust | Money trust other than a specifically designated money trust (third-party beneficiary trust) | |
| (3) Purpose of the trust | Providing incentives to Eligible Directors, etc. | Providing incentives to Group executive management employees |
| (4) Settlor | The Company | |

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| (5) Trustee | Mitsubishi UFJ Trust and Banking Corporation (Co-trustee: The Master Trust Bank of Japan, Ltd.) | |
| (6) Beneficiary | Those among the Eligible Persons who satisfy the beneficiary requirements | |
| (7) Trust administrator | A third party with no interest in the Company (certified public accountant) | |
| (8) Trust period | August 29, 2016, to the end of August 2029 (The trust period was extended until the end of August 2029 through an amendment to the trust agreement in May 2026) | |
| (9) Exercise of voting rights | Not exercised | Voting rights of the Company's shares shall be exercised in accordance with the instructions of the trust administrator, which reflect the intentions of the beneficiary candidates |

3. Basis for Calculation of the Disposal Price and Specific Details

The payment amount is set at 2,852 yen, which is the closing price of the Company's shares on the Tokyo Stock Exchange on the business day immediately preceding the date of the Board of Directors resolution regarding the Disposal of Treasury Shares (November 9, 2026), in order to exclude arbitrariness in light of recent stock price trends. The Company decided to adopt the closing price of the Company's shares on the business day immediately preceding the Board of Directors resolution because it represents the market value immediately prior to the Board of Directors resolution, and the Company determined that it is highly objective and reasonable as a basis for calculation.

4. Matters Concerning Procedures under the Corporate Code of Conduct

This disposal of treasury shares does not require the procedures for obtaining an opinion from an independent third party or confirming the intention of shareholders as stipulated in Article 432 of the Securities Listing Regulations of the Tokyo Stock Exchange, as (1) the dilution rate is less than 25% and (2) it does not involve a change in controlling shareholders.