Note : This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

Consolidated Financial Results for the Six Months Ended September 30, 2026 (Under Japanese GAAP)

October 30, 2026

Company name	MIROKU JYOHO SERVICE CO., LTD.			Stock exchange listings: Tokyo Prime
Securities code	9928	URL https://www.mjs.co.jp		
Representative	(Title)	President and CEO	(Name)Hiroki Koreeda	
Inquiries	(Title)	Director, Managing Executive Officer and CFO, General Manager of Business Management Headquarters	(Name)Junichi Sato	Tel 03-5361-6369
Semi-annual statement filing date (as planned)		November 10, 2026	Dividend payable date (as planned)	—

Supplemental material of results : Yes

Convening briefing of results : Yes (for institutional investors and analysts)

(Yen amounts are rounded down to millions, unless otherwise noted.)

1. Consolidated financial results for the six months ended September 30, 2026 (from April 1, 2026 to September 30, 2026)

(1) Consolidated operating results (cumulative) (Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
Six months ended	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
September 30, 2026	25,727	6.4	3,800	20.6	3,875	19.0	2,500	△5.8
September 30, 2025	24,172	6.3	3,151	6.2	3,257	7.6	2,654	28.9

Note:Comprehensive income For the six months ended September 30, 2026 2,564 Millions of yen (△3.1%) For the six months ended September 30, 2025 2,647 Millions of yen (51.7%)

	Basic earnings per share	Diluted earnings per share
Six months ended	Yen	Yen
September 30, 2026	83.48	81.22
September 30, 2025	88.69	86.28

(2) Consolidated financial position

	Total assets	Net assets	Capital adequacy ratio	Net assets per share
As of	Millions of yen	Millions of yen	%	Yen
September 30, 2026	50,103	34,457	67.9	1,135.36
March 31, 2026	49,239	33,668	67.3	1,106.84

Reference:Owner's equity As of September 30, 2026 34,010 Millions of yen As of March 31, 2026 33,142 Millions of yen

Note: In the first six months of the fiscal year ending March 31, 2027, the Company finalized the provisional accounting treatment for the business combination, and each figure for the fiscal year ended March 31, 2026 reflects the details of the finalization of the provisional accounting treatment.

2. Cash dividends

	Annual dividend				
	First quarter	Second quarter	Third quarter	Year end	Annual
	Yen	Yen	Yen	Yen	Yen
Fiscal year ended March 31, 2026	—	0.00	—	60.00	60.00
Fiscal year ending March 31, 2027	—	0.00			
Fiscal year ending March 31, 2027 (Forecast)			—	65.00	65.00

Note:Revisions to the forecast of cash dividends most recently announced : None

3. Consolidated financial forecast for the fiscal year ending March 31, 2027 (from April 1, 2026 to March 31, 2027)

(Percentages indicate year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Basic earnings per share
Fiscal year ending	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
March 31, 2027	53,800	10.0	7,230	8.3	7,380	7.4	4,810	△11.1	160.59

Note: Revisions to the earnings forecasts most recently announced : None

In the first six months of the fiscal year ending March 31, 2027, the Company finalized the provisional accounting treatment for the business combination, and each figure for the fiscal year ended March 31, 2026 reflects the details of the finalization of the provisional accounting treatment. The percentages showing year-on-year changes have also been calculated based on figures reflecting finalization of the provisional accounting treatment.

* Notes

(1) Significant changes in the scope of consolidation during the period : None

Newly included: － companies (Company name)－、Excluded: － companies (Company name)－

(2) Adoption of accounting treatment specific to the preparation of semi-annual consolidated financial statements : Yes

Note: For details, please refer to "2. Semi-annual Consolidated Financial Statements and Notes on Important Matters, (4) Notes to Semi-annual Consolidated Financial Statements (Notes on Special Accounting Treatment for Preparing Semi-annual Consolidated Financial Statements)" on page 12 of the attached documents.

(3) Changes in accounting policies, changes in accounting estimates, and restatement

(i) Changes in accounting policies due to revisions to accounting standards and other regulations : None

(ii) Changes in accounting policies due to other reasons : None

(iii) Changes in accounting estimates : None

(iv) Restatement : None

(4) Number of issued shares (common shares)

① Number of issued and outstanding shares at the period end (including treasury stock)	As of September 30, 2026	32,306,286shares	As of March 31, 2026	32,306,286shares
② Number of treasury stock at the period end	As of September 30, 2026	2,350,381shares	As of March 31, 2026	2,362,380shares
③ Average number of shares	Six months ended September 30, 2026	29,948,431shares	Six months ended September 30, 2025	29,935,987shares

* Semi-annual financial results reports are exempt from review conducted by certified public accountants or an audit firm.

* Proper use of earnings forecasts, and other special matters

(Caution concerning forward-looking statements, etc.) Forecasts regarding future performance in this material are based on information currently available to the Company and certain assumptions that the Company deems to be reasonable at the time this report was prepared. The Company does not make promises about the achievements. Actual results may differ significantly from the forecasts due to various factors. For assumptions underlying the forecasts and notes to the use of the forecasts, please refer to "1. Qualitative Information on Semi-annual Financial Results, (3) Explanation Regarding Financial Results Forecast and Other Forward-Looking Statements" on page 6 of the attached documents.

○ Contents of the attached document

1. Qualitative Information on Semi-annual Financial Results 4
(1) Explanation of Results of Operations 4
(2) Explanation of Financial Position 5
(3) Explanation Regarding Financial Results Forecast and Other Forward-looking Statements 6
2. Semi-annual Consolidated Financial Statements and Notes on Important Matters 7
(1) Semi-annual Consolidated Balance Sheets 7
(2) Semi-annual Consolidated Statement of Income and Semi-annual Consolidated Statement of Comprehensive Income 9
Semi-annual Consolidated Statements of Income 9
Semi-annual Consolidated Statements of Comprehensive Income 10
(3) Semi-annual Consolidated Statement of Cash Flows 11
(4) Notes to Semi-annual Consolidated Financial Statements 12
(Notes on Special Accounting Treatment for Preparing Semi-annual Consolidated Financial Statements) 12
(Notes to Segment Information, Etc.) 12
(Notes in the Case of Significant Changes in Shareholders' Equity) 12
(Notes on Going Concern Assumption) 12
(Notes to Significant Subsequent Events) 13

1. Qualitative Information on Semi-annual Financial Results

During the first six months of the fiscal year under review, the Group finalized the provisional accounting treatment related to business combinations. Figures in comparisons to and analyses using the results of the previous fiscal year have been calculated using the finalized provisional accounting treatment.

(1) Explanation of Results of Operations

During the first six months of the fiscal year under review, the Japanese economy recovered modestly, partly due to the effects of various policy measures in an improving employment and income situation. However, due to the concerns over rising tensions in the Middle East, the impact of natural disasters in Japan, ongoing price increases, and the impact on economic activity from fluctuations in financial and capital markets, future prospects remained uncertain.

In the software and information service industries, demand for IT investment has been increasing, especially in areas related to digital transformation (DX) and artificial intelligence (AI). This reflects efforts by companies to address labor shortages, change their ways of working and make progress in the development of environments to digitalize work processes amid the rapid evolution of AI, along with the continuation of subsidies for introducing digitalization and AI (formerly subsidies for introducing IT).

In this business environment, the Group has adopted the "full utilization of AI" as a key policy for the current fiscal year and has been promoting initiatives to improve overall productivity and enhance the services it provides. The Group sought to maintain relationships with existing customers and enhance their satisfaction levels by improving sales capabilities and product/service competitiveness. At the same time, the Group worked to expand its customer base through the development of new customers, increase relevant service revenues, and reinforce the earnings foundation. Moreover, in addition to expanding sales of subscription-based cloud services, in which sales are recorded according to the period of use, the Group is accelerating the transition to a subscription model for on-premise products, in which sales are recorded as a lump sum, with the aim of further enhancing profitability as a shift to a cloud subscription-based business model.

On the sales side, the Group has been focusing on strategic personnel training measures to support customers' DX efforts, such as helping employees obtain IT coordinator qualifications and other credentials. These activities are designed to further strengthen the support structure for accounting firms and their customers, as well as the solutions business structure for SMEs. As part of its initiatives, the Group began full-scale provision of MJS DX consulting services to help customers improve their business management with the aim of becoming a stronger companion in their AI-driven DX efforts. Furthermore, by leveraging the strengths of its direct sales network in 33 major cities across the country, the Group has been developing sales and support activities rooted in local communities, and aims to further improve the customer experience and build a customer success system in the future. In addition, the Group proactively engaged in sales promotion activities in fields where customer interest is strong, such as DX and AI, including the hosting of the interactive virtual exhibition MJS VIRTUAL EXHIBITION 2026.

On the development front, the Group overhauled its development structure in July 2026 and has been working to boost development productivity on the premise of AI utilization. In parallel, the Group continued to make development investments in functionality improvements to address customers' needs with the LucaTech GX Lite SaaS-type cloud product and other ERP products. Regarding the Hirameki 7 integrated DX platform operated by subsidiary Tribeck Inc., the Group is working to enhance AI Site, a high-quality AI-driven website construction service, by increasing the freedom that users have when designing layouts and adding CMS features as part of the efforts to develop a sales promotion framework in order to establish a growth trajectory early on as a digital marketing support service.

In terms of business, the Company is promoting post-merger integration (PMI) for Synergix Technologies Pte Ltd. (“Synergix”), a cloud ERP company in Singapore, which was incorporated in the Group in the fiscal year ended March 31, 2026, to establish a business foundation for the global market. The Group will work together with Synergix to expand its business in Singapore and to foray into the ASEAN market, thereby further strengthening its global business management capabilities.

In May 2024, the Group announced Sustainability 2030 and Medium-Term Management Plan Vision 2028. In Sustainability 2030, the Group has set forth its vision of "MJS Value: Value customers and make employees happy" and four basic policies based on the perspective of ESG, and will contribute to the realization of a sustainable society. Furthermore, in the Medium-Term Management Plan Vision 2028, the Group set out "Taking on challenges to reform the business model and create new value," and will aim to achieve sustainable growth and increase its corporate value by implementing six basic strategies. At its Board of Directors meeting held on October 30, 2026, the Company resolved to introduce the Japanese Employee Stock Ownership Plan (J-ESOP) from the perspective of the strengthening of human capital. The Plan is an incentive plan in which shares of the Company's stock are provided to employees to increase their morale and motivation to contribute to the Company's stock price and business performance. With the introduction of the Plan, officers and employees will work to enhance corporate value from a shared perspective.

As a result of these business activities, sales of various ERP products for accounting firms and SMEs remained strong in the first six months of the fiscal year under review. In particular, sales of MJSLINK DX, an ERP product for small and medium enterprises (SMEs), fared well both in terms of the one-time purchase model and the subscription model. In the sale of ERP products, revenue from software utilization fees significantly rose thanks to a shift to subscription-based sales, resulting in an increase in revenue from stable recurring services. As a result, annual recurring revenue (ARR) from the subscription IaaS, the Company's flagship software, came to 6,885 million yen (up 50.8% year on year) on a non-consolidated basis, strongly contributing to the growth of software utilization fees as a whole, at an ARR of 13,167 million yen (up 35.4%).

As a result, despite the ongoing transition to subscription-based sales, net sales for the first six months under review came to 25,727 million yen (up 6.4% year on year). In terms of profits, based on our human capital management strategy, there was a significant increase in personnel expenses due to the proactive hiring of new graduates, salary increases and raises, which are upfront investments. As a result, selling, general and administrative expenses increased by 1,150 million yen compared to the same period last year. However, mainly due to higher sales, operating profit was 3,800 million yen (up 20.6% year on year), ordinary profit was 3,875 million yen (up 19.0% year on year), and profit attributable to owners of parent was 2,500 million yen (down 5.8% year on year).

Net sales by product for the six months of the current consolidated fiscal year are as follows:

(Service revenues)

Software utilization revenues increased 34.8% year on year to 6,285 million yen as a result of growth in sales through the subscription model of various ERP products. Sales from the Total Value Service (TVS), which is a comprehensive maintenance service for tax accountant and CPA firms, increased 0.7% from one year earlier to 1,331 million yen. Corporate software operations support service revenues increased 5.7% year on year, to 3,199 million yen. Hardware and network maintenance service revenues increased 6.0% from one year earlier to 934 million yen, while sales from supplies and office products decreased 3.1% from one year earlier to 218 million yen.

As a result, service revenues increased 18.3% from one year earlier to 11,970 million yen.

* "Service revenues" are stable revenues that are mainly compensation for services provided continuously. These revenues consist of software utilization fees, compensation for software operation and support services, hardware and network maintenance services, as well as sales of supplies and office products.

(System installation contract sales)

Hardware sales were 2,655 million yen, down 12.5% year on year, software sales were 5,415 million yen, down 2.0% from a year earlier. Useware sales were 4,122 million yen, up 6.2% from one year earlier.

As a result, total system installation contract sales were 12,193 million yen, down 2.0% from one year earlier.

* “System installation contract sales” are the total of sales recorded when a system is newly installed. These sales consist of hardware, software and useware (system installation support services, etc.) sales.

(2) Explanation of Financial Position

(i) Assets, liabilities and net assets

(Assets)

Current assets were 22,428 million yen at the end of September 2026, a decrease of 284 million yen from the end of the previous fiscal year. This was mainly due to a decrease of 1,417 million yen in cash and deposits.

Non-current assets were 27,674 million yen, an increase of 1,147 million yen from the end of the previous fiscal year. The main factor was an increase of 1,285 million yen in intangible assets.

As a result, total assets were 50,103 million yen at the end of September 2026, up 863 million yen from the end of the previous fiscal year.

(Liabilities)

Current liabilities were 14,087 million yen at the end of September 2026, up 497 million yen from the end of the previous fiscal year. This is largely due to an increase of 574 million yen in income taxes payable.

Non-current liabilities were 1,558 million yen, down 422 million yen from the end of the previous fiscal year. This was mainly attributable to a decrease of 400 million yen in long-term borrowings.

As a result, total liabilities were 15,645 million yen, up 75 million yen from the end of the previous fiscal year.

(Net assets)

Net assets were 34,457 million yen at the end of September 2026, an increase of 788 million yen from the end of the previous fiscal year. The main factor was an increase of 703 million yen in retained earnings due to profit attributable to owners of parent

posted of 2,500 million yen and dividends from surplus of 1,796 million yen.

As a result, the capital adequacy ratio was 67.9% (compared with 67.3% at the end of the previous fiscal year).

(ii) Cash flows

There was a net decrease of 1,350 million yen in cash and cash equivalents from the end of the previous fiscal year, to 12,403 million yen.

The cash flows in the first six months of the fiscal year under review and factors relating to each are as follows.

(Operating activities)

Net cash provided by operating activities was 2,748 million yen (compared with 1,344 million yen one year earlier).

This was mainly due to profit before income taxes of 3,882 million yen and depreciation and amortization of 750 million yen, resulting in a cash inflow, and a decrease (increase) in trade receivables of 503 million yen and income taxes paid of 918 million yen, resulting in cash outflow.

(Investing activities)

Net cash used in investing activities was 1,724 million yen (compared with 1,590 million yen a year earlier).

This was mainly due to cash used to purchase intangible assets of 1,615 million yen, which more than offset net inflow of 100 million yen from withdrawal of time deposits.

(Financing activities)

Net cash used in financing activities was 2,391 million yen (compared with 2,229 million yen one year earlier).

This was mainly due to cash used to pay dividends of 1,794 million yen.

(3) Explanation Regarding Financial Results Forecast and Other Forward-looking Statements

Looking at the Japanese economy going forward, it is hoped that the employment and income situations will continue to improve and that government policy will drive sustained economic growth, despite lingering uncertainties about the impact of price rises, the situation in the Middle East, natural disasters in Japan, etc.

To date, the consolidated financial forecasts for the fiscal year ending March 31, 2027 remain unchanged from those announced on May 15, 2026. If the Company needs to revise the full-year forecasts due to trends in results, it will promptly disclose the revision.

2. Semi-annual Consolidated Financial Statements and Notes on Important Matters

(1) Semi-annual Consolidated Balance Sheets

(Millions of yen)

	As of March 31, 2026	As of September 30, 2026
Assets		
Current assets		
Cash and deposits	14,336	12,918
Notes and accounts receivable - trade, and contract assets	5,586	6,093
Securities	40	—
Merchandise	710	822
Work in process	251	308
Supplies	60	33
Other	1,747	2,275
Allowance for doubtful accounts	△18	△24
Total current assets	22,712	22,428
Non-current assets		
Property, plant and equipment		
Land	2,888	2,888
Other, net	2,286	2,268
Total property, plant and equipment	5,174	5,157
Intangible assets		
Goodwill	2,075	2,030
Software	2,180	1,958
Software in progress	10,709	12,256
Other	1,015	1,020
Total intangible assets	15,980	17,266
Investments and other assets		
Investment securities	1,847	1,879
Other	3,531	3,378
Allowance for doubtful accounts	△7	△7
Total investments and other assets	5,371	5,251
Total non-current assets	26,526	27,674
Total assets	49,239	50,103
Liabilities		
Current liabilities		
Accounts payable - trade	1,445	1,523
Short-term borrowings	3,052	2,912
Current portion of long-term borrowings	800	800
Income taxes payable	1,082	1,656
Asset retirement obligations	—	10
Provision for bonuses	1,360	1,328
Other	5,847	5,855
Total current liabilities	13,589	14,087
Non-current liabilities		
Long-term borrowings	1,600	1,200
Deferred tax liabilities	192	192
Asset retirement obligations	88	79
Other	99	86
Total non-current liabilities	1,981	1,558
Total liabilities	15,570	15,645

(Millions of yen)

	As of March 31, 2026	As of September 30, 2026
Net assets		
Shareholders' equity		
Share capital	3,198	3,198
Capital surplus	2,912	2,918
Retained earnings	29,477	30,180
Treasury shares	△2,859	△2,844
Total shareholders' equity	32,728	33,452
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	334	392
Foreign currency translation adjustment	79	165
Total accumulated other comprehensive income	414	558
Non-controlling interests	525	446
Total net assets	33,668	34,457
Total liabilities and net assets	49,239	50,103

(2) Semi-annual Consolidated Statement of Income and Semi-annual Consolidated Statement of Comprehensive Income

(Semi-annual Consolidated Statements of Income)

(Millions of yen)

	Six months ended September 30, 2025	Six months ended September 30, 2026
Net sales	24,172	25,727
Cost of sales	9,785	9,540
Gross profit	14,387	16,186
Selling, general and administrative expenses	11,236	12,386
Operating profit	3,151	3,800
Non-operating income		
Interest income	23	36
Dividend income	20	22
Share of profit of entities accounted for using equity method	14	—
Dividend income of insurance	29	28
Other	50	32
Total non-operating income	138	119
Non-operating expenses		
Interest expenses	27	32
Share of loss of entities accounted for using equity method	—	5
Other	3	5
Total non-operating expenses	31	44
Ordinary profit	3,257	3,875
Extraordinary income		
Gain on sale of investment securities	462	41
Total extraordinary income	462	41
Extraordinary losses		
Loss on retirement of non-current assets	4	0
Loss on valuation of investment securities	—	34
Impairment losses	0	—
Total extraordinary losses	4	34
Profit before income taxes	3,715	3,882
Income taxes	1,189	1,471
Profit	2,526	2,411
Loss attributable to non-controlling interests	△128	△89
Profit attributable to owners of parent	2,654	2,500

(Semi-annual Consolidated Statements of Comprehensive Income)

(Millions of yen)

	Six months ended September 30, 2025	Six months ended September 30, 2026
Profit	2,526	2,411
Other comprehensive income		
Valuation difference on available-for-sale securities	114	59
Foreign currency translation adjustment	―	95
Share of other comprehensive income of entities accounted for using equity method	5	△1
Total other comprehensive income	120	153
Comprehensive income	2,647	2,564
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	2,775	2,643
Comprehensive income attributable to non-controlling interests	△128	△79

(3) Semi-annual Consolidated Statement of Cash Flows

(Millions of yen)

	Six months ended September 30, 2025	Six months ended September 30, 2026
Cash flows from operating activities		
Profit before income taxes	3,715	3,882
Depreciation	912	750
Impairment losses	0	—
Amortization of goodwill	—	108
Increase (decrease) in allowance for doubtful accounts	△3	6
Increase (decrease) in provision for bonuses	△44	△32
Increase (decrease) in provision for retirement benefits for directors (and other officers)	△85	—
Interest and dividend income	△44	△58
Interest expenses	27	32
Share of loss (profit) of entities accounted for using equity method	△14	5
Loss (gain) on valuation of investment securities	—	34
Loss (gain) on sale of investment securities	△462	△41
Loss (gain) on sale and retirement of non-current assets	4	0
Decrease (increase) in trade receivables	△880	△503
Decrease (increase) in inventories	△73	△143
Increase (decrease) in trade payables	81	71
Other, net	△385	△446
Subtotal	2,747	3,667
Income taxes paid	△1,402	△918
Net cash provided by (used in) operating activities	1,344	2,748
Cash flows from investing activities		
Payments into time deposits	△100	△100
Proceeds from withdrawal of time deposits	600	100
Purchase of property, plant and equipment	△374	△261
Purchase of intangible assets	△1,944	△1,615
Proceeds from redemption of securities	—	40
Proceeds from sale of investment securities	197	52
Interest and dividends received	40	50
Other, net	△10	9
Net cash provided by (used in) investing activities	△1,590	△1,724
Cash flows from financing activities		
Net increase (decrease) in short-term borrowings	△148	△140
Repayments of long-term borrowings	△400	△400
Dividends paid	△1,643	△1,794
Interest paid	△28	△33
Other, net	△8	△22
Net cash provided by (used in) financing activities	△2,229	△2,391
Effect of exchange rate change on cash and cash equivalents	—	16
Net increase (decrease) in cash and cash equivalents	△2,475	△1,350
Cash and cash equivalents at beginning of period	15,459	13,754
Cash and cash equivalents at end of period	12,983	12,403

(4) Notes to Semi-annual Consolidated Financial Statements

(Notes on Special Accounting Treatment for Preparing Semi-annual Consolidated Financial Statements)

(Calculation of Tax Expenses)

Taxes are calculated by determining a reasonable estimate of the effective tax rate, after the application of tax effect accounting, for profit before income taxes in the current fiscal year (including the first six months). Semi-annual profit before income taxes is then multiplied by this estimated effective tax rate to calculate taxes.

(Notes to Segment Information, Etc.)

[Segment information]

Segment information is not shown because the Group's operations are limited to the single segment of the software business.

(Notes in the Case of Significant Changes in Shareholders' Equity)

Not applicable.

(Notes on Going Concern Assumption)

Not applicable.

(Notes to Significant Subsequent Events)

At a meeting of the Board of Directors held on October 30, 2026, the Company resolved to introduce an employee stock ownership plan (J-ESOP) (hereinafter "the Plan," with "the Trust" to be established in accordance with the trust agreement to be concluded with Mizuho Trust & Banking Co., Ltd. in relation to the Plan). The Plan is an incentive plan providing employees of the Company with shares of the Company's stock to further enhance the connection between the Company's stock price, the Company's business performance and the treatment of employees of the Company, and to increase the morale and motivation of employees to improve the stock price and business performance through the sharing of economic benefits with the Company's shareholders.

1. Background behind the Introduction

Under Sustainability 2030 and Medium-Term Management Plan Vision 2028, the Company is committed to its sustainable growth and the enhancement of its corporate value. Understanding that the power of each individual employee promoting the business is the most important management resource for achieving the above, the Company is undertaking human capital management activities aimed at maximizing the strength of its people and its organization.

As part of its human capital management activities, the Company has been considering a system that enables employees to become even more aware of the role they play in enhancing the Company's corporate value and to share achievements with shareholders. Consequently, the Company decided to introduce the Plan, under which the Company's stock is delivered to employees and employees will become shareholders. This links improved corporate value with employees' asset building activities.

The Company introduced a restricted stock compensation plan for its Directors (excluding Outside Directors) in June 2023. With the introduction of the Plan, the Company will establish a system under which officers and employees will work to enhance corporate value from a shared perspective. Moreover, the Company will work to improve employee engagement to facilitate its sustainable growth.

2. Overview of the Plan

The Plan is a trust-based scheme in line with the employee stock ownership plan (ESOP) system in the United States. Under this scheme, the Company provides shares of its stock and cash payments equivalent to the market value of the Company's stock (hereafter, the "Company's Stock, etc.") to its employees who meet specific requirements based on the Stock Benefit Regulations established in advance by the Company.

The Company awards points to employees according to their position and other factors. If the employees meet certain conditions and acquire the right to receive benefits, they will receive the Company's Stock, etc. equivalent to the points they have earned. The shares to be granted to employees shall be acquired, including the future portion, using money set aside in advance in a trust, and shall be segregated and managed as trust assets.

The introduction of the Plan is expected to increase employees' interest in increasing the stock price and business performance, and contribute to their motivation to work with enthusiasm ever before.

3. Overview of the Trust

(1) Name : Employee Stock Ownership Plan (J-ESOP)
(2) Trustor : The Company
(3) Trustee : Mizuho Trust & Banking Co., Ltd.
(Re-trust trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries : Employees who have met the beneficiary requirements specified in the Stock Benefit Regulations
(5) Trust administrator : Selected from employees of the Company
(6) Type of trust : Pecuniary trusts other than money trusts (third-party benefit trust)
(7) Purpose of trust : Granting the Company's Stock, etc., which are the trust's assets, to beneficiaries under the Stock Benefit Regulations.
(8) Date of signing the Trust agreement : November 16, 2026
(9) Date when money is entrusted : November 16, 2026
(10) Trust period : From November 16, 2026, until the trust terminates
(The Trust will continue as long as the Plan continues. No specific date of expiration is set.)

4. Details of the Company's stock acquired by the Trust

(1) Type of shares to be purchased : Shares of common stock of the Company
(2) Amount entrusted as funds for the acquisition of shares : 2,740,000,000 yen
(3) Maximum number of shares to be purchased : 1,000,000 shares
(4) Acquisition method of shares : Shares will be acquired through a stock market, primarily via off-floor trading

(5) Period of acquisition of shares : From November 17, 2026, to December 17, 2026 (plan)

Note: Mr. Nobuhiko Koreeda, the Company's Chairman of the board, has explained that he will offer to sell shares of the Company's stock that he holds in Single Stock Trading (ToSTNeT-1) on November 17, 2026 with an upper limit of 1,000,000 shares. Mizuho Trust & Banking Co., Ltd., which will be the trustee in the Trust, has explained that it may offer to buy this stock in a Single Stock Trading (ToSTNeT-1) on the same day.