

February 21, 2025

Press release

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Listing: Tokyo Stock Exchange
Securities code: 3778
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Notice Regarding the Payment of a Special Bonus

In our announcement titled "Notice Concerning Revisions to Full-Year Financial Results Forecasts " dated January 31, 2025, we stated that we planned to implement employee motivation enhancement initiatives in the fourth quarter. At the Board of Directors meeting held on February 21, 2025, our company resolved to provide a special bonus. We hereby announce the details as follows.

1. Reason for the Special Bonus Payment

Our company upholds the "Achievement of ES and CS" as two interdependent wheels, driving forward our business, ultimately forming a chain leading to corporate success, in accordance with its corporate philosophy which aims to turn "what you want to do" into "what you can do".

For the fiscal year ending March 2025, we anticipate significantly exceeding the initial earnings forecast announced in April 2024 in terms of both sales and profit. We attribute this success to the dedicated efforts of our employees. To give back to our employees, enhance motivation, and foster a greater sense of commitment toward further corporate growth, we have decided to distribute a special bonus.

2. Details of the Special Bonus

- Regular and Contract Employees, including Senior Contract Staff: JPY 300,000 per person
- Part-time Employees: JPY 30,000 per person

The bonus amount will be determined based on the number of workdays and hours during the eligibility period from April 1, 2024, to March 31, 2025.

3. Future Outlook

This special bonus will be recorded as payroll expenses in the full-year financial results for the fiscal year ending March 2025, with an estimated total cost of approximately JPY 257 million. This expense has already been accounted for in the full-year earnings forecast announced on January 31, 2025.

(Reference) Consolidated Financial Forecast (Announced on January 31, 2025) and Actual Results for the Previous Fiscal Year"

(Unit: Million Yen)

	Consolidated Net sales	Consolidated Operating Profit	Consolidated Ordinary Profit	Profit attributable to owners of parent
Earnings Forecast (FY ending March 2025)	31,000	3,400	3,250	2,100
Actual Results (FY ended March 2024)	21,826	884	764	651

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