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Announcement Concerning the Introduction of a Stock Compensation Plan (Restricted Stock Trust) for Employees

We hereby announce that at a board of directors meeting held today, we decided to introduce a restricted stock trust (hereinafter the “Plan”), which is a trust-based stock compensation plan, for our employees (hereinafter referred to as “Employees”), as described below.

1. Purpose of Introducing the Plan

This plan is being introduced with the purpose of increasing corporate value in the medium to long term by enriching benefit programs and promote retention for Employees, toward the realization of our 10-year vision, "HIGH FIVE 2033," developing the Employees' sense of ownership and making them aware of their participation in management, and raising their awareness of increases in the Company's performance and stock price and work together with management and Employees.

2. Overview of the Plan

The Plan is a stock compensation plan in which a trustee of a trust (hereinafter the “Trust”) created by us, a trustor, places money in trust, uses the money as a source of funds to acquire our common shares (hereinafter “Company shares”), and then issues Company shares based on the number of points we give to Employees who fulfill certain conditions. Points are given to Employees according to our performance, etc., in accordance with the share issuance rules set by the Company. The number of Company shares to be issued to each Employee depends on the number of points given. For Company's shares to be issued, restrictions were set on the transfer of shares basically until retirement by concluding a stock restriction agreement between the Company and Employee.

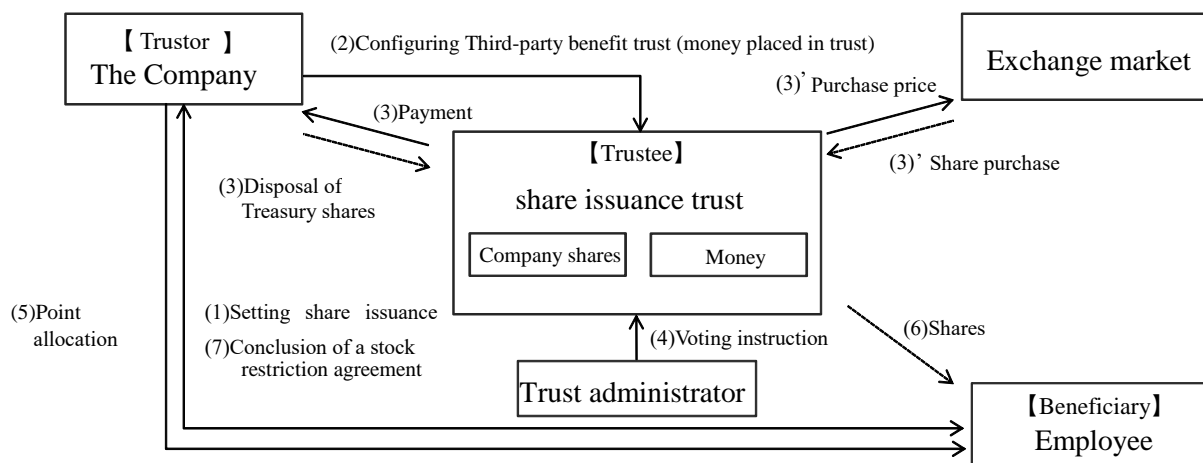
As described above, we fund the full amount to acquire Company shares for the trust, so that the Employees will not be liable.

Introducing the Plan allows Employees to receive financial benefits based on rises in the value of Company shares. This is expected to encourage them to keep the stock price in mind and increase their willingness to work. After the issuance of shares, it is possible to give incentives to pursue continuous improvement of corporate value because restrictions on the transfer of shares continue until retirement, as described above.

We will provide further announcement once the details of the acquisition of Company shares by the Trust (such as amount and acquisition method) have been decided.

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.

<Overview of the plan's structure>



- (1) We set the share issuance rules for employees.
- (2) We set up a share issuance trust (third - party benefit trust) in which Employees who acquire the right to be beneficiaries, we entrust the trustee with money equivalent to the funds needed to acquire shares.
- (3) The trustee collectively acquires Company shares equivalent in quantity to those expected to be issued (by acquisition through disposal of treasury shares or by acquisition from the exchange market, including off hours trading).
- (4) We determine the trust administrator (independent of the Company and its executives) who protects beneficiaries' benefits subject to the share issuance rules throughout the trust period and supervises the trustee. For Company shares in the Trust, the trust administrator instructs the trustee to exercise voting rights, and the trustee exercises voting rights according to instruction.
- (5) We give points to Employees following the share issuance rules.
- (6) Employees who satisfy the requirements specified in the share issuance rules and the trust agreement on the trust acquire the right of beneficiary for the trust and, as beneficiaries of the trust, receive Company shares based on the number of points given.
- (7) For Company shares to be issued, we and our employees conclude a stock restriction agreement restricting the transfer of shares from the day the shares are issued to the day of retirement.

3. About the Trust

(1) Name	Share issuance trust for employees (restricted stock trust)
(2) Trustor	The Company
(3) Trustee	To be decided
(4) Beneficiary	Employees fulfilling beneficiary requirements
(5) Trust administrator	It is planned to select a third party independent of the Company and its executives.
(6) Exercising voting rights	The trustee exercises voting rights according to instructions from the trust administrator throughout the trust period.
(7) Trust type	Trusts of money other than monetary trusts (third - party benefit trust)
(8) Trust agreement date	February 2025(planned)
(9) Term of the Trust	From February 2025 to end of August 2027(planned)
(10) Purpose of the Trust	To share issuance for beneficiary following the share issuance rules

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