Questions and Answers Regarding Shareholder Meeting Agenda Items

Q1. Who are eligible to participate in the stock compensation plans under Agenda item No. 7?

A1. Under the stock compensation plans contemplated by Agenda item No. 7, eligibility is not limited to California residents and extends to directors, Executive Officers, and employees of the Company and its group companies (including its subsidiaries). Eligible participants in the Restricted Stock Compensation Plan and the Performance Share Unit Plan are as follows:

Eligible Participants	Restricted Stock Compensation Plan	Performance Share Unit Plan
Directors (excluding Outside Directors) who concurrently serve as Executive Officers	○	○
Directors (excluding Outside Directors) who do not concurrently serve as Executive Officers	○	—
Outside Directors	○	—
Directors who are Audit and Supervisory Committee Members (excluding Outside Directors)	○	—
Outside Directors who are Audit and Supervisory Committee Members	○	—
Executive Officers	○	○
Employees	○	—

Q2. What level of annual share purchases is expected under the ESPP, and will it result in dilution?

A2. The Company plans to introduce an Employee Share Purchase Plan (ESPP) to promote value sharing between employees and shareholders and to foster employees' awareness of enhancing corporate value over the medium to long term. Based on an estimate assuming that all eligible participants enroll in the ESPP and contribute up to the maximum allowable amount, the aggregate number of shares purchased in the market is expected to be up to approximately 350,000 shares per year.(*) Since such shares will be acquired through market purchases, no dilution resulting from the disposal of treasury shares or the issuance of new shares is expected.

* The estimated number of shares is calculated based on the closing price of the Company's shares on July 22, 2026.