

January 30, 2023

Dear all,

Company name: Focus Systems Corporation  
Representative Director: President, Keiichi Mori  
(Securities Code: 4662, Tokyo Stock Exchange, First Section)  
Inquiries: Executive Director Makoto Goto  
TEL. +81-3-5421-7777

## **Notice of Base Pay Increase of Salaried Regular Employees**

We are pleased to announce that our Board of Directors has resolved at a meeting held on January 30, 2023, to give a 10,000 yen base pay increase for salaried regular employees as of April 2023.

### **1. Background**

We have made a commitment to fulfill the following three responsibilities based on our management philosophy, “we shall contribute to creating a better environment for the future through development and growth of the Company with all employees working together in accord as a joint force.”

1. Individual Responsibility: Each individual person of the Company shall enrich humanity and enhance technological capability to provide customers with the best services.
2. Corporate Responsibility: We shall create a company where employees trust each other and work with a sense of assurance and satisfaction.
3. Social Responsibility: We shall create a company that is trusted by customers, investors and shareholders as well as needed by society.

For our staff, who are essential to realizing our management philosophy, we have taken several measures that include improving training (around 50 types), reforming work styles, and improving benefits, as well as raising the percentages of bonuses<sup>\*1</sup> to respond to inflation.

In addition to these measures, we decided to fulfill our corporate responsibility and progress the “creation of a company where employees work with a sense of assurance and satisfaction.”

We will continue to seek to enhance employees’ business and personal life through investment in human capital in anticipation of sustainable growth, resulting in the improvement of both employees and corporate values.

(<sup>\*1</sup>) Bonus paid in Winter 2022 (2.9 months → 3.0 months, 5.2 months/year)

### **2. Outline**

As of April 2023, base pay of salaried regular employees will increase.

Eligible employees: About 1,100 salaried regular employees in non-career positions  
(including new employees who will join the Company in April 2023)

Amount: 10,000 yen monthly

Rate of base pay increase: Around 4% on average (excluding regular pay increases)

Timing: Applicable for salaries payable in April 2023