

December 23, 2024

Dear all,

Company name: Focus Systems Corporation
Representative Director: President, Mori Keiichi
(Securities Code: 4662, Tokyo Stock Exchange, Prime Market)
Inquiries: Executive Director Goto Makoto
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Notice of Base Pay Increase of Salaried Regular Employees

We are pleased to announce that the Board of Directors has resolved at a meeting held on December 23, 2024, to implement a base salary increase for regular employees starting from April 2025, as detailed below.

We will continue to strategically and systematically invest in human capital, aiming for sustainable growth while enhancing our added value and competitiveness.

1. Details of the Base Salary Increase

Timing: Applicable for salaries payable in April 2025

Eligible employees: About 1,400 regular employees
(including employees who will join the Company in April 2025)

Managers	General Employees
100,000 yen/annual Across the board	10,000 yen/month Across the board

2. Related Disclosures

- Notice of Base Pay Increase of Salaried Regular Employees (disclosed on February 9, 2024)
<https://www.focus-s.com/news/20240209-2-E.pdf>
- Notice of Base Pay Increase of Salaried Regular Employees (disclosed on January 30, 2023)
<https://www.focus-s.com/news/20230130-E.pdf>