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December 22, 2025

Dear all,

Company name: Focus Systems Corporation
Representative: Representative Director and President, Mori Keiichi
(Securities Code: 4662, Tokyo Stock Exchange Prime Market)
Inquiries: Managing Director and Executive Officer, Goto Makoto
(Tel: +81-3-5421-7777)

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 22, 2025, to implement a base salary increase for regular employees starting from April 2026, as detailed below.

Our “Medium-Term Management Plan 24-26” focuses on strengthening the Cycle of Growth /Profit / Return. This base pay increase is positioned as a strategic investment to enhance employee motivation and engagement, strengthen our competitiveness in talent acquisition, and achieve sustainable growth in corporate value.

We will continue to strategically and continuously 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 2026

Eligible employees: About 1,500 regular employees
(including employees who will join the Company in April 2026)

Managers	General Employees
200,000 yen/annual Across the board	20,000 yen/month Across the board

2. Related Disclosures

- Notice of Base Pay Increase of Salaried Regular Employees (disclosed on December 23, 2024)
<https://en.focus-s.com/news/20241223-E.pdf>
- Notice of Base Pay Increase of Salaried Regular Employees (disclosed on February 9, 2024)
<https://en.focus-s.com/news/20240209-2-E.pdf>
- Notice of Base Pay Increase of Salaried Regular Employees (disclosed on January 30, 2023)
<https://en.focus-s.com/news/20230130-E.pdf>