



October 1, 2024

To whom it may concern:

Company name	Kitanotatsujin Corporation
Representative	Katsuhisa Kinoshita Representative Director & President Stock code: 2930 Prime Market, Tokyo Stock Exchange SAPPORO SECURITIES EXCHANGE
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Notice Regarding Raise in Salary Level (Base Salary Increase)

Kitanotatsujin Corporation (the “Company”) has decided to raise its salary level (base salary increase) as follows:

1. Background

The Company will make active investment in human resources and raise its salary level (base salary increase) with the purposes of enhancing employee engagement and job satisfaction and strengthening its recruitment ability to secure diverse and talented human resources.

Through these efforts, the Company will not only strive to improve service quality for customers, but also enhance corporate value and shareholder value.

2. Overview

(1) Eligible persons

Management-track employees

(2) Percentage of base salary increase

10.2% (Percentage increase combined with regular pay raise, etc. is 15.0%)

(3) Average annual salary after regular pay raise, etc.

¥6,770,000 (Average age of management-track employees is 32)

<Reference>

The average annual salary of 32-year old persons at other general companies is ¥4,080,000*.

(*Source: “Mynavi AGENT,” a career change agent)

(4) Schedule

Salary payments from October 2024 onward

3. Impact on financial results

The impact of this increase on consolidated and non-consolidated financial results for the fiscal year ending February 28, 2025 is insignificant.

End