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For Immediate Release

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Stock Code 9678
Tokyo Stock Exchange 1st Section; Sapporo Stock Exchange
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Notification Concerning the Introduction of a Defined Contribution Pension Plan

At its Board of Directors meeting held on July 27, 2011, Kanamoto Co., Ltd. resolved to change its retirement benefits system from the current defined benefit pension plan to a defined contribution pension plan. Details are provided below.

1. Revision and purpose

Kanamoto will discontinue its current defined benefit pension plan and move to a defined contribution pension plan in order to support the diversified life plans of its employees, enhance career awareness and reduce the risk of financial uncertainties, in order to ensure stable continuation of its retirement benefits system.

This pension system revision is premised on final approval of the contribution pension rules by the Ministry of Health, Labour and Welfare.

2. Summary of the revised system

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| (1) Planned system start date | October 1, 2011 |
| (2) Plan manager | Defined Contribution Plan Consulting of Japan Co., Ltd. |
| (3) Asset manager | Mitsubishi UFJ Trust and Banking Corporation |
| (4) Eligible employees | All regular employees |
| (5) Plan investment assets | Time deposits, insurance products, investment trusts, etc. |

3. Effect on operating results

This pension system change is expected to result in an extraordinary profit or loss in the fiscal year ending October 31, 2011. The amount of the change has not been determined at this time. When it recognizes disclosure to be necessary, the Company will disclose the amount of the effect promptly in the future.

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