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August 5, 2026

To Whom It May Concern

Company name: HAZAMA ANDO CORPORATION
Representative: Representative Director and President Kazuhiko Kuniya
Tokyo Stock Exchange Prime Market Securities Code: 1719
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Notice Regarding Disposal of Treasury Shares in connection with extend of the Stock Ownership Incentive Plans for Officers and Employees

HAZAMA ANDO CORPORATION (the "Company") hereby announces that its Board of Directors resolved at a meeting held today to dispose of treasury shares in connection with extend of the Stock Ownership Incentive Plans for Officers and Employees (hereinafter referred to as the "Disposal of Treasury Shares").

1. Outline of disposal

(1)	Date of disposal	August 21, 2026
(2)	Class and number of shares to be disposed of	1,072,700 shares of common stock
(3)	Price of disposal	1,786.5 yen per share
(4)	Total price of disposal	1,916,378,550 yen
(5)	Subscribers	The Master Trust Bank of Japan, Ltd. (Board Incentive Plan Trust Account for officers' compensation): 118,900 shares (212,414,850 yen) The Master Trust Bank of Japan, Ltd. (Employee Stock Ownership Plan Trust Account): 953,800 shares (1,703,963,700 yen)
(6)	Other	An Extraordinary Report has been submitted for the Disposal of Treasury Shares in accordance with the Financial Instruments and Exchange Act.

2. Purpose of and reason for disposal

At the Board of Directors meeting held today, the Company resolved to extend the Board Incentive Plan Trust (the "BIP Trust") for its Board Directors and Executive Officers (excluding Board Directors serving as Audit and Supervisory Committee Members, External Board Directors, and non-residents of Japan; collectively the "Board Directors, etc.") and the Employee Stock Ownership Plan Trust (the "ESOP Trust") for employees.

The Disposal of Treasury Shares will be conducted to The Master Trust Bank of Japan, Ltd. (BIP Trust Account for officers' compensation) and The Master Trust Bank of Japan, Ltd. (ESOP Trust Account), the joint trustees under the BIP Trust Agreement for officers' compensation and the ESOP Trust Agreement both concluded between the Company and Mitsubishi UFJ Trust and Banking Corporation, for the extension of the BIP Trust and the ESOP Trust.

The number of treasury shares to be disposed of is in part of the number of shares expected to be delivered (include provided the cash equivalent to the value of the Company's shares upon conversion of the Company's shares in the Trusts) to the Board Directors, etc. and employees during a trust period based on the Share Delivery Regulations for the BIP Trust and the ESOP Trust. The level of share dilution as against the total 181,021,197 shares issued as of March 31, 2026 will be a ratio of 0.59% (the ratio as against the total 1,597,276 voting rights as of March 31, 2026 will be 0.67%, all ratios are rounded off to the second decimal place).

The shares of the Company to be allotted for the Disposal of Treasury Shares will be delivered to the Board Directors, etc. and employees based on the Share Delivery Regulations for the BIP Trust and the ESOP Trust, so they are not expected to be released to the stock market at once. The Company, therefore, deems the impact on the secondary market minor and the number of shares to be disposed of and the level of share dilution reasonable.

3. Basis of calculation of the price of disposal and other details

The price of disposal has been fixed at 1,786.5 yen, the closing price of shares of the Company on Tokyo Stock Exchange on August 4, 2026, which is the business day prior to the date of the resolution to conduct the Disposal of Treasury Shares passed at the Board of Directors meeting, in order to set a price that eliminates any arbitrary elements in view of the recent trends in the price of shares of the Company. The Company set the price of disposal as above, because the price represents the market price immediately prior to the date of the resolution, which makes the price highly objective and reasonable as the basis of calculation.

Reference) Overview of the Trust Agreements

(1) Name	The Master Trust Bank of Japan, Ltd. (BIP Trust Account for officers' compensation)	The Master Trust Bank of Japan, Ltd. (ESOP Trust Account)
(2) Details of the Trust Agreements		
Type of trust	Money trust other than a specified money trust for separate investment (third party benefit trust)	Money trust other than a specified money trust for separate investment (third party benefit trust)
Purpose of trust	To grant incentives to the Board Directors, etc.	To grant incentives to employees
Entrustor	The Company	The Company
Trustee	Mitsubishi UFJ Trust and Banking Corporation (Joint trustee: The Master Trust Bank of Japan, Ltd.)	Mitsubishi UFJ Trust and Banking Corporation (Joint trustee: The Master Trust Bank of Japan, Ltd.)
Beneficiaries	The Board Directors, etc. who meet the beneficiary requirements	Employees who meet the beneficiary requirements
Trust administrator	A third-party specialist with no conflict of interest with the Company	A third-party specialist with no conflict of interest with the Company
Date of execution of the Trust Agreements	August 8, 2016 (The agreement is slated to be amended on August 18, 2026)	August 10, 2022 (The agreement is slated to be amended on August 18, 2026)
Trust period	From August 8, 2022 to September 20, 2026 (The period is expected to be extended until September 20, 2029 as the Trust Agreement will be amended on August 18, 2026.)	From August 10, 2022 to September 30, 2026 (The period is expected to be extended until September 30, 2029 as the Trust Agreement will be amended on August 18, 2026.)
Start of the plans	September 1, 2016	September 1, 2022
Exercise of voting rights	No voting rights will be exercised.	The trustee will exercise voting rights according to the instructions of the trust administrator, which reflect the voting status of the beneficiary candidates.