



2026 February 26

Each Rank

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## Notice Regarding Disposition of Treasury Shares as Restricted Stock Compensation

We hereby announce that the Board of Directors of the Company resolved today to dispose of treasury shares (hereinafter referred to as ""this treasury share disposition"" or ""disposition""") as follows.

### Notation

#### 1. Outline of Disposition

(1)	Disposition date	March 26, 2026
(2)	Type and number of shares to be disposed	15,426 lines of the Company's common shares
(3)	liquidation value	821 yen per share
(4)	Total disposition amount	12,664,746 yen
(5)	Disposal recipients and their number and number of shares issuable	4 directors of the Company (excluding the Representative Director and Chairman, outside directors, and directors who are Audit and Supervisory Committee members): 13,350 shares 4 executive officers of the Company: 2,076 shares

#### 2. Purpose and justification of disposition

At the Board of Directors meeting held on December 13, 2019, the Company resolved to introduce a restricted stock compensation system (hereinafter referred to as ""the Plan""") as a new compensation system for the Company's eligible directors (excluding outside directors and directors who are Audit and Supervisory Committee members; hereinafter referred to as ""Eligible Directors""") for the purpose of providing incentives to achieve sustainable enhancement of the Company's corporate value and further promoting value sharing with shareholders. Furthermore, at the 24th Annual General Meeting of Shareholders held on January 28, 2020, approval was obtained for granting monetary compensation claims not exceeding 30 million yen per year to Eligible Directors as monetary compensation (hereinafter referred to as ""restricted stock compensation""") to be contributed as assets for acquiring restricted stock under the Plan, and for setting the transfer restriction period of restricted stock until immediately after retirement or resignation from positions predetermined by the Company's Board of Directors.

In addition, at the Board of Directors meeting held today, the Company resolved to introduce a restricted stock grant system for the Company's executive officers (hereinafter referred to as ""Eligible Executive Officers,"" and together with Eligible Directors, collectively referred to as ""Eligible Directors, etc.""") for the purpose of providing incentives to achieve sustainable enhancement of the corporate value of the Company Group and sharing shareholder value.

The outline of the Plan is as follows.

#### [Outline of the Plan]

Eligible Directors, etc. will pay in all monetary compensation claims granted by the Company and its subsidiaries under the Plan as in-kind contribution assets and receive issuance or disposition of the Company's common stock. In addition, the total number of common shares to be issued or disposed of by the Company to Eligible Directors, etc. under the Plan shall be within 50,000 shares per year, and the payment amount per share shall be determined by the Board of Directors within a range that does not constitute a particularly favorable amount to the Eligible Directors, etc. subscribing for such common shares, based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of each Board of Directors resolution (or the closing price on the most recent trading day prior thereto if no trading was executed on that day).

In addition, for the issuance or disposition of the Company's common stock under the Plan, a restricted stock allotment agreement shall be concluded between the Company and Eligible Directors, etc., and the contents shall include: (1) Eligible Directors, etc. shall not transfer, create security interests over, or otherwise dispose of the Company's common stock allotted under the restricted stock allotment agreement for a certain period; and (2) the Company shall acquire such common stock without compensation if certain events occur.

This time, taking into consideration the purpose of the Plan, the Company's business conditions, the scope of responsibilities of each Eligible Director, etc., and various other circumstances, the Company has decided to grant monetary compensation claims totaling 12,664,746 yen (hereinafter referred to as "the Monetary Compensation Claims") and 15,426 common shares for the purpose of providing incentives to each Eligible Director, etc. to achieve sustainable enhancement of the Company's corporate value and further promoting value sharing with shareholders. In addition, in order to realize the sharing of shareholder value, which is the purpose of introducing the Plan, over the medium to long term, the transfer restriction period for Eligible Directors, etc. has been set until retirement or resignation.

In this treasury share disposition, based on the Plan, the 8 Eligible Directors, etc. who are the planned allottees will pay in all of the Monetary Compensation Claims against the Company as in-kind contribution assets and receive disposition of the Company's common stock (hereinafter referred to as "the Allotted Shares"). The outline of the restricted stock allotment agreement (hereinafter referred to as "the Allotment Agreement") to be concluded between the Company and Eligible Directors, etc. in this treasury share disposition is as described in 3. below.

#### 3. Outline of the Allotment Agreement

- (1) Transfer restriction period: From March 26, 2026 until immediately after retirement or resignation from all positions as director, corporate auditor, executive officer, or equivalent positions of the Company or its subsidiaries
- (2) Conditions for release of transfer restrictions

The transfer restrictions on all of the Allotted Shares shall be released upon expiration of the transfer restriction period, on the condition that the Eligible Directors, etc. continuously hold any position as director, corporate auditor, executive officer, or equivalent position of the Company or its subsidiaries during the period from the commencement date of duty execution until the conclusion of the first Annual General Meeting of Shareholders that arrives thereafter (hereinafter referred to as the "Service Period").

- (3) Treatment when Eligible Directors, etc. retire or resign due to expiration of term of office, mandatory retirement age, or other justifiable reasons during the transfer restriction period

- (1) Timing of release of transfer restrictions

If the Eligible Directors, etc. retire or resign from all positions as director, corporate auditor, executive officer, or equivalent position of the Company or its subsidiaries due to expiration of term of office or mandatory retirement age or other justifiable reasons (excluding retirement or resignation due to death) before the Service Period expires, the transfer restrictions shall be released immediately after the retirement or resignation of the Eligible Directors, etc. In the case of retirement or resignation due to death, the transfer restrictions shall be released at a time separately determined by the Board of Directors after the death of the Eligible Directors, etc.

- (2) Number of shares subject to release of transfer restrictions

The number of shares shall be calculated by multiplying the number of Allotted Shares held at the time of retirement or resignation as specified in (1) by the number of months from the month including the commencement date of duty execution of the Eligible Directors, etc. to the month including the retirement or resignation date of the Eligible Directors, etc., divided by 12 (if such number exceeds 1, it shall be 1) (however, if the calculation results in a fraction of less than one share, such fraction shall be rounded down).

- (4) Acquisition without compensation by the Company

The Company shall automatically acquire without compensation any Allotted Shares for which transfer restrictions have not been released at the time of expiration of the transfer restriction period or at the time of release of transfer restrictions as specified in (3) above.

- (5) Treatment in organizational restructuring, etc.

If, during the transfer restriction period, matters concerning a merger agreement in which the Company becomes a dissolving

company, a share exchange agreement or share transfer plan in which the Company becomes a wholly-owned subsidiary, or other organizational restructuring, etc. are approved at the Company's General Meeting of Shareholders (or at the Company's Board of Directors meeting if approval by the Company's General Meeting of Shareholders is not required for such organizational restructuring, etc.), by resolution of the Board of Directors, the transfer restrictions shall be released immediately before the business day prior to the effective date of the organizational restructuring, etc. for the number of shares calculated by multiplying the number of Allotted Shares held at that time by the number of months from the month including the commencement date of duty execution to the month including the date of such approval, divided by 12 (if such number exceeds 1, it shall be 1) (however, if the calculation results in a fraction of less than one share, such fraction shall be rounded down). In addition, immediately after the release of such transfer restrictions, the Company shall automatically acquire without compensation all of the Allotted Shares for which transfer restrictions have not been released.

(6)share administration

The Allotted Shares shall be managed in a dedicated account opened by the Eligible Directors, etc. at Nomura Securities Co., Ltd. during the transfer restriction period so that transfers, creation of security interests, and other dispositions cannot be made during the transfer restriction period. The Company has concluded an agreement with Nomura Securities Co., Ltd. in connection with the management of accounts for the Allotted Shares held by each Eligible Director, etc. in order to ensure the effectiveness of transfer restrictions, etc. on the Allotted Shares. In addition, Eligible Directors, etc. shall agree to the contents of the management of such accounts.

4. Basis for calculation of payment amount and its specific details

This treasury share disposition to the planned allottees is conducted using monetary compensation claims granted as restricted stock compensation for the Company's 25th fiscal year under the Plan as contribution assets. The disposition price has been set at 821 yen, which is the closing price of the Company's common stock on the Prime Market of the Tokyo Stock Exchange on February 25, 2026 (the business day immediately preceding the date of the Board of Directors resolution), in order to eliminate arbitrariness. This is the market stock price immediately before the Board of Directors resolution date, and we believe it is reasonable and does not constitute a particularly favorable price.

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