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April 16, 2026

To whom it may concern,

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Notice Concerning Grant of Post-delivery Restricted Stock Units (RSUs)

Heartseed Inc. (the “Company”) hereby announces that at a meeting of its Board of Directors held on April 16, 2026, it has decided to grant Post-delivery Restricted Stock Units (“RSUs”) to the Directors of the Board of the Company based on the "Introduction of Post-delivery Stock-Based Compensation (Restricted Stock Units) Plan for Directors of the Board (excluding Independent Directors and Non-executive Directors)" approved at the 10th General Meeting of Shareholders. Details are set forth below.

1. Outline of RSUs to be granted

(1) Date of Grant	April 16, 2026
(2) Class and number of shares to be granted	6,649 shares of common stock* *The shares will be allotted through the issuance of new shares. *The number of RSUs to be granted is the maximum assumed number.
(3) Issue price per share	1,923 yen
(4) Total issue amount	12,787,000 yen *The amount is calculated by multiplying the number of shares to be granted by the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution for the grant (April 15, 2026).
(5) Eligible Grantees and the number thereof	3 Directors of the Board of the Company* *Excluding Independent Directors and Non-executive Directors.

2. Purpose and Reason for the Grant of RSUs

At the meeting of its Board of Directors held on February 13, 2026, the Company resolved to introduce a post-delivery stock-based compensation (restricted stock unit) plan (the “Plan”) as a new compensation plan for the Eligible Directors of the Board of the Company, including those to be elected in the future. The purpose of the Plan is to provide them with incentives to continuously enhance the corporate value of the Company and to further promote shared value with shareholders.

Furthermore, at the 10th General Meeting of Shareholders held on March 27, 2026, the Company received approval to provide monetary compensation receivables of up to 300 million yen per year to the Directors of the Board, as contribution-in-kind assets for the grant of the post-delivery stock-based compensation under the Plan, separately from the existing monetary compensation framework for Directors of the Board, and to set the total number of the Company's common stock to be issued or disposed of under the Plan within 150,000 shares per year.

The outline of the Plan is as follows.

(1) Details of the Plan

The Plan is a stock compensation plan in which the Company allocates a predetermined number of units to the Eligible Directors in advance, and, subject to their continuous service as Eligible Directors during the service period designated in advance, delivers shares of the Company's common stock or money in lieu thereof in accordance with the number of units that vest after the end of the service period. The service period shall be a period of three or more business years determined by the Board of Directors. After the end of the service period, in accordance with the vesting of the previously allocated units, the Company will provide monetary compensation receivables to the Eligible Directors as compensation, etc., and then deliver the Company's shares to them in exchange for the contribution in kind of all of the said monetary compensation receivables by the Eligible Directors. However, since the delivery of the Company's shares to the Eligible Directors will be made after the service period, as of the date of this timely disclosure, whether or not the Company's shares will be delivered to each Eligible Directors and the number of shares to be delivered are not yet determined. The Company will make another timely disclosure upon the determination of the Eligible Directors and the number of shares to be allotted, following the completion of the service period.

(2) Treatment of upon termination of service

If an Eligible Director steps down from the position of Director of the Board of the Company during the service period for reasons deemed justifiable by the Board of Directors of the Company, the Board of Directors of the Company may reasonably adjust the number of the Company's shares to be allocated to the Eligible Director and the timing of the allocation. In addition, if an Eligible Director steps down due to death during the period from the allocation of the units to the vesting, the timing of the compensation payment shall be within three months from the date of such termination of service, and cash compensation will be paid to the heir who is the successor of the Eligible Director.

(3) Events of forfeiture of the right to receive delivery of shares or payment of cash compensation under the Plan

If an Eligible Director falls under certain events during the service period, such as being sentenced to imprisonment or a heavier penalty, or a petition for the commencement of bankruptcy proceedings or civil rehabilitation proceedings is filed against the Eligible Director, the Eligible Director shall not acquire the right to receive the allotment of the Company's shares under the Plan, and the right to receive the allotment of the Company's shares shall be extinguished at the time such event occurs.

(4) Treatment in the event of reorganization, etc.

If, during the applicable service period, matters concerning a merger agreement under which the Company will be dissolved, a share exchange agreement or a share transfer plan under which the Company becomes a wholly-owned subsidiary, or any other reorganization, are approved at a General Meeting of Shareholders of the Company (or by the Board of Directors of the Company if such approval at a General Meeting of Shareholders is not required with respect to such reorganization), provided that the effective date of such reorganization is scheduled to arrive prior to the date of share delivery under the Plan, the Company will, prior to the effective date of such reorganization, pay cash compensation, etc. in an amount reasonably calculated by the Board of Directors of the Company in lieu of the Company's shares to the Eligible Directors.

(Cautionary notice on forward-looking information)

The financial results forecasts and other forward-looking information contained in this document are based on the information currently available to the Company and certain assumptions considered reasonable by the Company. It is not a guarantee that the forecasts will be achieved, and actual results may differ significantly from such forecasts depending on various factors.