



December 23, 2025

To whom it may concern,

Company name: YOKOREI Co., Ltd.
Listing: Prime Market, Tokyo Stock Exchange
Securities code: 2874
Representative: President and Representative Director Kenji Furuse
Inquiries: Director, Corporate Management Satoshi Yoshida
Headquarters
Telephone: +81-45-210-0011

Notice Regarding the Disposal of Treasury Shares for Restricted Stock Compensation

The Company hereby announces that, at a meeting of its Board of Directors held today, it resolved to dispose of treasury shares as restricted stock compensation as set forth below (the “Treasury Share Disposal”).

1. Overview of disposal

(1) Payment date	January 22, 2026
(2) Type and number of shares to be disposed of	37,400 shares of the Company’s common stock
(3) Disposal price	JPY 1,287 per share
(4) Total disposal amount	JPY 48,133,800
(5) Allottees	Directors: 6 persons(*), 37,400 shares *Excluding outside directors.

2. Purpose and reason for disposal

The Company, at a meeting of its Board of Directors held on November 26, 2019, resolved to introduce a restricted stock compensation plan (the “Plan”) as a new compensation program for its directors (excluding outside directors; the same shall apply hereinafter), for the purpose of providing incentives to sustainably enhance the Company’s medium- to long-term corporate value and shareholder value, and to further promote value sharing with shareholders.

At the 72nd Ordinary General Meeting of Shareholders held on December 20, 2019, the Company obtained approval for:

- (i) the grant to its directors of monetary compensation claims of up to JPY 120 million per year to be contributed in kind as consideration for the issuance/allotment of restricted shares under the Plan;
- (ii) setting the restriction period as the period from the delivery date of such restricted shares until the date on which the relevant director resigns or retires from the Company’s directorship or other position as determined by the Board of Directors; and

(iii) setting the conditions for lifting the transfer restrictions as: (a) the director continuously holds the position of director or such other position as determined by the Board of Directors throughout the service period specified by the Board of Directors, and (b) if the director resigns or retires from such position prior to the end of the service period, there exists a reason deemed justifiable by the Board of Directors.

An outline of the Plan is as follows.

<Outline of the Plan>

Under the Plan, the Company's directors will pay in all the monetary compensation claims granted by the Company as property contributed in kind and will receive the issuance or disposal of the Company's common stock.

The total number of shares of the Company's common stock to be issued or disposed of under the Plan shall be up to 92,000 shares per year for directors. The paid-in amount per share shall be determined by the Board of Directors within a range that does not result in any particularly favorable treatment of the directors to receive the allotment, 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 the Board resolution (or, if no trades are executed on that day, the closing price on the most recent preceding trading day).

In issuing or disposing of the Company's common stock under the Plan, the Company will enter into a restricted stock allotment agreement with each director to receive the allotment, which agreement shall include, among other matters, the following:

- (i) For a prescribed period, the director shall not transfer, create any security interest in, or otherwise dispose of the Company's common stock allotted under the restricted stock allotment agreement.
- (ii) Upon the occurrence of certain events, the Company may acquire such common stock without consideration.

In addition, at a meeting of the Board of Directors held today, the Company resolved, in consideration of the purpose of the Plan, the scope of duties and responsibilities of each of the Company's six directors (the "Eligible Directors"), and other relevant circumstances, to grant total monetary compensation claims of JPY 48,133,800 to the Eligible Directors and, in exchange for contributions in kind thereof, to dispose of 37,400 shares of the Company's common stock.

<Outline of the Restricted Stock Allotment Agreement>

In connection with the Disposal of Treasury Shares, the Company and each of the Eligible Directors will enter into a restricted stock allotment agreement. An outline thereof is as follows.

(1) Restriction Period

From January 22, 2026 (the payment date) until the date on which the Eligible Director ceases to be a director of the Company, the Eligible Director shall not transfer, create any security interest in, or otherwise dispose of the shares of the Company's common stock allotted pursuant to the agreement (the "Allotted Shares").

(2) Conditions for Lifting of Transfer Restrictions

Provided that the Eligible Director continuously serves as a director of the Company during the period from December

23, 2025 until the date of the Company's Ordinary General Meeting of Shareholders to be held in the following year (the "Service Period"), all transfer restrictions on all of the Allotted Shares shall be lifted upon the expiration of the Restriction Period.

Notwithstanding the foregoing, if the Eligible Director ceases to be a director of the Company during the Service Period due to death or for other reasons deemed justifiable by the Board of Directors, the transfer restrictions shall be lifted, on the day following such cessation date, with respect to the number of Allotted Shares calculated by multiplying the total number of Allotted Shares by a fraction obtained by dividing the number of months from the month following the month that includes the start date of the Service Period through the month that includes such cessation date by 12. Any fractional share resulting from such calculation shall be rounded down.

(3) Acquisition by the Company Without Consideration

Upon the expiration of the Restriction Period, or on the day following the date on which the Eligible Director ceases to be a director of the Company during the Service Period, the Company shall automatically acquire, without consideration, any Allotted Shares for which the transfer restrictions have not been lifted.

(4) Management of Shares

To ensure that the Allotted Shares cannot be transferred, pledged, or otherwise disposed of during the Restriction Period, the Allotted Shares will be managed in a dedicated restricted stock account opened by the Eligible Director with Daiwa Securities Co. Ltd. during the Restriction Period.

(5) Treatment in Organizational Restructuring, etc.

If, during the Restriction Period, a merger agreement in which the Company becomes the non-surviving company, a share exchange agreement or share transfer plan under which the Company becomes a wholly owned subsidiary, or other matter relating to an organizational restructuring is approved at a general meeting of shareholders of the Company (or, if shareholder approval is not required for such restructuring, at a meeting of the Board of Directors), then, by resolution of the Board of Directors, the transfer restrictions shall be lifted, as of immediately before the close of business on the business day immediately preceding the effective date of such restructuring, with respect to the number of Allotted Shares calculated by multiplying the number of Allotted Shares held at that time by a fraction obtained by dividing the number of months from the month following the month that includes the start date of the Service Period through the month that includes the date of approval of such restructuring by 12 (provided that if such fraction exceeds 1, it shall be deemed to be 1). Any fractional share resulting from such calculation shall be rounded down.

3. Basis and Details of the Pay-in Price

The Disposal of Treasury Shares will be conducted using the monetary compensation claims granted to the Eligible Directors under the Plan as property contributed in kind. The pay-in price per share has been set at JPY 1,287, which corresponds to the closing price of the Company's common stock on the Tokyo Stock Exchange on December 22, 2025 (the business day immediately preceding the date of the Board resolution).

This price represents the market price immediately before the Board resolution and, in the absence of any special circumstances indicating that reliance on the most recent market price is inappropriate, is considered a reasonable

value that appropriately reflects the Company's corporate value and does not constitute a particularly favorable price for the Eligible Directors.