



March 23, 2026

To whom it may concern:

Company Name	NICHIAS Corporation
Representative	Katsumi Kametsu, President and Chief Executive Officer
Securities Code	5393 (Tokyo Stock Exchange Prime Market)
Contact	Tsukasa Yamamoto, Representative Director & Senior Managing Executive Officer
Phone Number	(Public Relations Section) +81-3-4413-1194
(URL)	(https://www.nichias.co.jp/en/)

Notice Concerning the Introduction of a Stock-Grant Plan for Employees of the Company, its Subsidiaries, and Other Affiliated Companies

The Company hereby announces that it has resolved, at a meeting of its Board of Directors held today, to introduce a stock grant plan (the “Plan”) utilizing a stock grant trust for employees of the Company, its subsidiaries, and other affiliated companies (“Eligible Employees”).

Details such as the timing and duration of the trust’s establishment, the schedule for share acquisitions, and the total value of the shares to be acquired will be announced once determined.

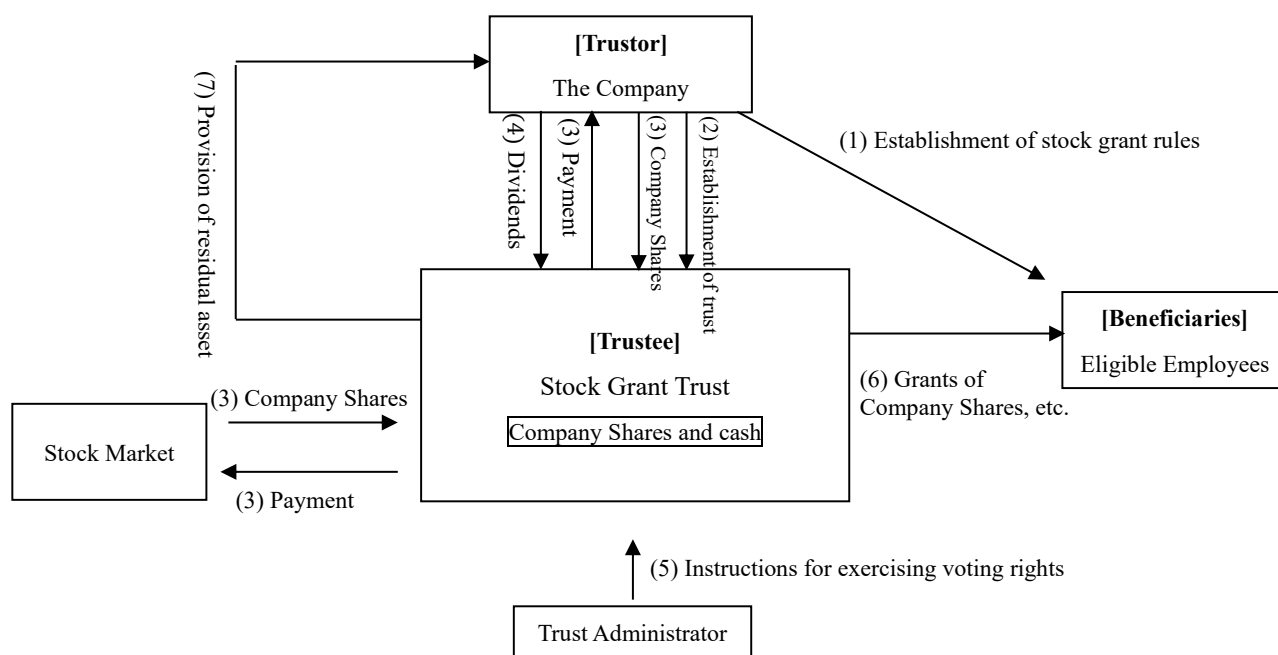
1. Purpose of introducing the Plan

The Company’s Group will celebrate the 130th anniversary of its founding on April 9, 2026. The Board of Directors resolved at its meeting held today to introduce the Plan to express appreciation for employees’ efforts and support through the provision of Company shares, and to continue to foster a sense of belonging, encourage engagement in management, and enhance awareness of contributing to medium- to long-term performance and corporate value.

The Plan will adopt a stock grant trust structure. Under the Plan, in accordance with predetermined stock grant rules, Company shares and an amount of cash equivalent to the converted value of such Company shares (collectively, the “Company Shares, etc.”) will be granted and provided (“Granted” or “Grant” as the case may be) to Eligible Employees.

Eligible Employees are employees and special employees (i.e., those re-employed after reaching retirement age) of the Company, its subsidiaries, or other affiliated companies, excluding non-residents.

2. Structure of the Plan



- (1) Each target company within the Company and its subsidiaries establishes stock grant rules as internal regulations for the Plan.
- (2) The Company contributes cash and establishes a Stock Grant Trust, designating Eligible Employees who meet the beneficiary requirements as Beneficiaries.
- (3) The Stock Grant Trust, under the instructions of the Trust Administrator, acquires Company Shares from the market or from the Company (through the disposition of treasury shares) using the cash contributed as stated in (2) above.
- (4) Dividends on the Company Shares held in the Stock Grant Trust are paid in the same manner as dividends on other Company Shares.
- (5) Throughout the trust period, the Trust Administrator instructs the exercise of shareholder rights, including voting rights, and the Stock Grant Trust exercises such shareholder rights accordingly.
- (6) During the trust period, Eligible Employees are awarded predetermined points in accordance with the stock grant rules. Company Shares corresponding to the number of points awarded are granted to Eligible Employees who meet the prescribed beneficiary requirements. Under the trust agreement, Company Shares held in the Stock Grant Trust may be converted into cash, and an amount equivalent to the converted value may be provided instead.
- (7) At the expiration of the trust period, any residual Company Shares and dividends remaining in the Stock Grant Trust may continue to be used if the trust is extended. If the Stock Grant Trust is terminated upon expiration of the trust period, the Company Shares will be converted into cash, and the amount of cash equivalent to such converted value, together with the portion exceeding the reserve for trust expenses, is scheduled to be donated to organizations without conflicting interests.

(Note) If the Company Shares held in the Stock Grant Trust are exhausted as a result of the Grants of Company Shares, etc., to Eligible Employees, the trust will terminate before the expiration of the trust period. The Company may additionally entrust cash to the Stock Grant Trust as funds for acquiring Company Shares, and may cause the trust to acquire additional Company Shares.