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### **Notice Regarding Disposal of Treasury Shares for Restricted Stock Compensation**

ZUIKO CORPORATION (the “Company”) announces that it has resolved ,at Board of Directors held on May 15, 2026,to dispose of treasury shares (the “Disposal of Treasury Shares” or “Disposal”) for restricted stock compensation.

#### 1. Summary of disposal

(1) Date of disposal	June 15, 2026
(2) Class and number of shares to be disposed	20,200 shares of common stock of the Company
(3) Disposal price	900 yen per share
(4) Total amount of disposal	18,180,000 yen
(5) Disposal recipients, number of disposal recipients, and number of shares for disposal	Director (excl. Outside Directors) : 3 persons / 18,600 shares Executive Officers : 2 persons / 1,600 shares
(6) Other	—

#### 2. Purpose and reason for the disposal

At the meeting of the Board of Directors held on April 5, 2021, the Company resolved to introduce a restricted stock compensation plan (hereinafter referred to as the “Plan”) for Directors of the Company (excluding Outside Directors; hereinafter referred to as the “Eligible Directors”) for the purpose of providing incentives for the sustainable enhancement of the Company’s corporate value and further promoting the sharing of value between the Eligible Directors and shareholders.

An outline of the Plan is as follows:

<Outline of the Plan>

Under the Plan, monetary compensation claims will be granted to the Eligible Directors for the

allotment of restricted stock, in principle for each fiscal year, and the Eligible Directors will make in-kind contributions of such monetary compensation claims in exchange for the issuance or disposal of common shares of the Company.

Under the Plan, the total amount of monetary compensation claims to be granted to the Eligible Directors shall be within ¥50 million per year.

The payment under the Plan has been referred to the Officer Personnel and Compensation Advisory Committee, and the Company has received a favorable opinion therefrom. In addition, the specific timing and allocation to each Eligible Director shall also be determined by the Board of Directors following consultation with the Officer Personnel and Compensation Advisory Committee.

The total number of common shares to be issued or disposed of by the Company under the Plan shall be limited to 50,000 shares per year for the Eligible Directors, and the amount to be paid in per share shall be the closing price of the Company's common shares on the Tokyo Stock Exchange on the business day immediately preceding the date of each resolution of the Board of Directors (or, if no trading is effected on such date, the closing price on the most recent trading day prior thereto).

In addition, the Company introduced an executive officer system from fiscal year 2026 and has also introduced a restricted stock grant plan equivalent to the Plan for Executive Officers of the Company (hereinafter collectively with the Eligible Directors, referred to as the "Eligible Persons").

In issuing or disposing of common shares of the Company under the Plan, the Company and the Eligible Persons shall enter into a restricted stock allotment agreement, which shall include provisions to the effect that: (i) the Eligible Persons shall not transfer, create security interests in, or otherwise dispose of the common shares of the Company allotted under such agreement for a certain period; and (ii) the Company shall acquire such common shares without consideration upon the occurrence of certain events.

Taking into consideration the purpose of the Plan, the Company's business performance, the scope of responsibilities of each Eligible Person, and various other circumstances, the Company has decided to grant monetary compensation claims totaling ¥18,180,000 (hereinafter referred to as the "Monetary Compensation Claims") and a total of 20,200 common shares of the Company to the Eligible Persons.

In the disposal of treasury shares, the five (5) Eligible Persons who are scheduled allotment recipients shall pay all of the Monetary Compensation Claims held against the Company as property contributed in kind and shall subscribe for the common shares to be disposed of by the Company under the Plan.

### 3. Summary of the Restricted Stock Allotment Agreement

The Company and each Eligible Person will individually enter into a restricted stock allotment agreement (hereinafter referred to as the "Allotment Agreement"), the outline of which is as follows.

#### (1) Restriction Period

① Directors

From the payment date (June 15, 2026; hereinafter referred to as the “Payment Date”) until the time when the Eligible Director resigns from the position of Director of the Company.

② Executive Officers

From the Payment Date until the lapse of three (3) years from the Payment Date.

However, in the case of appointment as Director, shares granted less than one (1) year prior to such appointment shall be treated in the same manner as those for Directors.

(2) Conditions for Lifting the Transfer Restrictions

① Directors

Provided that the Eligible Director continuously holds the position of Director of the Company during the period predetermined by the Board of Directors of the Company (hereinafter referred to as the “Service Period”), the transfer restrictions on all shares held by such Eligible Director shall be lifted upon the expiration of the Restriction Period.

② Executive Officers

The transfer restrictions shall be lifted upon the expiration of the Restriction Period set forth in (1) above.

However, in the event of demotion or retirement, transfer restrictions shall be lifted at such time only for shares granted at least one (1) year prior thereto.

(3) Grounds for Acquisition without Consideration by the Company

① Directors

If the Eligible Person is a Director and it is determined that the Eligible Director resigns from the position of Director of the Company prior to the expiration of the Service Period for reasons other than death or other reasons deemed justifiable by the Board of Directors of the Company, the Company shall acquire all of the shares without consideration.

② Executive Officers

If the Eligible Person is an Executive Officer and it is determined that the Executive Officer retires due to disciplinary dismissal or dismissal with recommendation pursuant to Article 40 of the Work Rules, the Company shall acquire all of the shares without consideration.

③ Other grounds

Other grounds for acquisition without consideration shall be as provided in the Allotment Agreement based on a resolution of the Board of Directors of the Company.

(4) Treatment upon Death or Resignation during the Service Period

Notwithstanding the provisions of (2) above, in the cases specified below, transfer restrictions

shall be lifted, at the relevant time, on the number of shares obtained by multiplying the number of shares by the number of months from the month following the month in which the Annual General Meeting of Shareholders for the fiscal year including the Payment Date was held through the month including the date of resignation, divided by 12 (with any fraction of less than one unit rounded up).

In addition, the Company shall automatically acquire without consideration any shares for which transfer restrictions have not been lifted immediately after such lifting of transfer restrictions.

#### ① Directors

Where the Eligible Director resigns from the position of Director of the Company during the Service Period due to death or other justifiable reasons.

#### ② Executive Officers

Where the Executive Officer retires from the Company during the Service Period due to death, demotion, or other reasons deemed justifiable.

#### (5) Treatment in Organizational Restructuring, etc.

Notwithstanding the provisions of (1) and (2) above, in the event that, during the Restriction Period, matters relating to a merger agreement in which the Company becomes a dissolved company, a share exchange agreement or share transfer plan in which the Company becomes a wholly owned subsidiary, or any other organizational restructuring, etc., are approved at a General Meeting of Shareholders of the Company (or by the Board of Directors of the Company if approval by a General Meeting of Shareholders is not required for such organizational restructuring, etc.), the Company shall, by resolution of the Board of Directors, lift the transfer restrictions, immediately prior to the business day preceding the effective date of such organizational restructuring, etc., on the number of shares obtained by multiplying the number of shares by the number of months from the month following the month in which the Annual General Meeting of Shareholders for the fiscal year including the Payment Date was held through the month including the date of such approval, divided by 12 (provided, however, that if the calculated number exceeds one (1), it shall be deemed to be one (1)) (with any fraction of less than one unit rounded up).

In addition, the Company shall automatically acquire without consideration any shares for which transfer restrictions have not been lifted immediately after such lifting of transfer restrictions.

#### (6) Management of Shares

The shares shall be managed in a dedicated account opened by the Eligible Directors with Nomura Securities Co., Ltd. during the Restriction Period so that the shares may not be transferred, pledged as collateral, or otherwise disposed of during such period.

The Company and the Eligible Persons have entered into agreements with Nomura Securities Co., Ltd. regarding the management of the accounts for the shares held by each Eligible Director in order to ensure the effectiveness of transfer restrictions and other conditions applicable to such shares.

#### 4. Calculation Basis for Payment and Specifics

The payment amount for the disposal of treasury shares has been set at ¥900, which is the closing price of the Company's common shares on the Tokyo Stock Exchange Prime Market on May 14, 2026 (the business day immediately preceding the date of the resolution of the Board of Directors), in order to eliminate arbitrariness in determining the payment amount.

The Company believes that this price represents the market price immediately prior to the resolution date of the Board of Directors and is reasonable and does not constitute a particularly advantageous price.

[Reference] Flow of Management of Restricted Stock (RS) under the Restricted Stock System

