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Notice Regarding Disposal of Treasury Shares as Restricted Stock Remuneration to Employees of the Company

EBARA JITSUGYO CO., LTD. hereby announces that the meeting of the Board of Directors held on April 21, 2026 resolved to dispose of treasury shares (hereinafter the “Disposal of Treasury Shares” or the “Disposal”) as follows.

1. Overview of Disposal

(1)	Date of payment	May 29, 2026
(2)	Type and number of shares to be disposed of	27,852 shares of common shares of the Company
(3)	Disposal value	2,440 yen per share
(4)	Total disposal amount	67,958,880 yen
(5)	Method of contribution	In-kind contribution of monetary remuneration claims receivables
(6)	Allottee	Employees, 110 persons, 27,852 shares
(7)	Other information	Regarding the Disposal of Treasury Shares, the Company has submitted an extraordinary report in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reason for the Disposal

At the Board of Directors meeting held on April 16, 2024, the Company resolved to appoint employees who hold certain positions in the Company (the "Eligible Employees") as Eligible Employees. The purpose of Restricted Share-based Remuneration Plan (the “Plan”) is to provide employees with incentives to sustainably increase the Company's corporate value and to further promote value sharing with shareholders. The overview of the Plan is as follows.

[Overview of the Plan]

Eligible Employees will pay all of the monetary claims provided by the Company under the Plan as in-kind contribution assets and will be issued or disposed of in the Company's common shares. The amount to be

paid in per share shall be determined by the Board of Directors 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 resolution of the Board of Directors (or the closing price on the immediately preceding trading day if no trading is made on that day), to the extent that the amount is not particularly favorable to the Eligible Employees who will subscribe for the common stock.

In addition, upon the issuance or disposal of the Company's common shares under the Plan, the Company and the Eligible Employees shall enter into a restricted stock allotment agreement, which includes the following provisions: (i) the Eligible Employees are prohibited from transferring the Company's common shares allotted under the restricted stock allotment agreement to a third party, creating a security interest on the shares, or otherwise disposing of the shares for a certain period; and (ii) the Company may acquire the shares without consideration in the event that 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 Employee, and various circumstances, the Company has decided to grant a total of 67,958,880 yen in monetary claims (hereinafter referred to as the "Monetary Claims") and 27,852 shares of common shares stock for the purpose of further enhancing the motivation of each Eligible Employee.

In the Disposal of Treasury Shares, 110 Eligible Employees, who are the planned allottees, will pay all of their Monetary Claims against the Company as in-kind contribution assets under the Plan and receive the disposal of the Company's common shares (the "Allotted Shares"). The outline of the restricted stock allotment agreement (the "Allotment Agreement") to be concluded between the Company and the Eligible Employees at the Disposal is as described in 3. below.

3. Overview of the Allotment Agreement

(1) Transfer restriction period

May 29, 2026, to May 7, 2031

(2) Conditions for lifting the transfer restrictions

The transfer restrictions on all of the Allotted Shares will be released at the expiration of the transfer restriction period, on the condition that the Eligible Employees have held any of the following positions during the transfer restriction period: Director, Executive Officer not concurrently serving as Director, Audit & Supervisory Board Member, Advisor or Employee Other of the Company or its subsidiaries.

(3) Treatment in the event that the Eligible Employees retire from office during the restricted period for justifiable reasons such as expiry of term of office or mandatory other

(I) Timing of lifting transfer restrictions

If the Eligible Employees retire or retire from any of the positions of Director, Executive Officer not concurrently serving as Director, Audit & Supervisory Board Member, Advisor, or Employee Other of the Company or its subsidiaries due to justifiable reasons such as the expiry of their term of office or mandatory retirement, the transfer restrictions (including retirement due to death) will be lifted at the time

immediately after the retirement of the Eligible Employees.

(ii) Number of shares subject to the lifting of transfer restrictions

The number of shares shall be the number of the Allotted Shares held at the time of the retirement specified in (I) multiplied by the number of months from the month including the allotment resolution date to the month including the date of the retirement of the Eligible Employees divided by 62 (if the number is more than 1, it shall be 1). If the calculation results in a fraction of less than one share, it will be rounded down.

(4) Acquisition by the Company without compensation

In the event that the Eligible Employees violates laws or regulations during the transfer restriction period or falls under certain other reasons set forth in the Allotment Agreement, the Company will naturally acquire all of the Allotted Shares held at that time without compensation. In addition, immediately after the expiration of the transfer restriction period or the time of the lifting of the transfer restriction as set forth in (3) above, the Company will naturally acquire the Allotted Shares for which the transfer restriction has not been lifted without compensation.

(5) Treatment in case of reorganization.

During the transfer restriction period, if a merger agreement under which the Company is dissolved, a share exchange agreement or share transfer plan under which the Company is a wholly owned subsidiary, or any other matter related to reorganization, etc. is approved at the Company's General Meeting of Shareholders (or at the Company's Board of Directors if approval at the Company's General Meeting of Shareholders is not required for the reorganization, etc.), the Company will, by a resolution of the Board of Directors, lift the transfer restrictions on the number of shares (if the number of shares exceeds one, the number will be rounded down) obtained by multiplying the number of the Allotted Shares held at the time by the number obtained by dividing the number of months from the month including the date of the allotment resolution to the month including the date of the approval divided by 62 (if the number exceeds one, it shall be one). However, if the calculation results in a fraction of less than one share, the fraction shall be rounded down. The transfer restrictions on the shares of the Company (the "Company") will be lifted immediately before the business date immediately preceding the effective date of the reorganization. In addition, the Company will naturally acquire all of the Allotted Shares for which the transfer restrictions have not been lifted without compensation on the business day immediately preceding the effective date of the organizational restructuring.

(6) Management of shares

In order to prevent the transfer, creation of security interests, or other disposal of the Allotted Shares during the transfer restriction period, the Allotted Shares will be managed in a dedicated account opened by the Eligible Employees at Nomura Securities Co., Ltd. during the transfer restriction period. In order to ensure the effectiveness of the transfer restrictions, etc., on the Allotted Shares, the Company has entered into an agreement with Nomura Securities Co., Ltd. in relation to the management of the

account for the Allotted Shares held by each Eligible Employee. In addition, the subject employee shall agree to the content of the management of the account.

4. Basis for calculation of the payment amount and specific details thereof

The Disposal of Treasury Shares to the planned allottee will be conducted using monetary claims provided as incentives utilizing the restricted stock based on the system as assets contributed in kind. In order to eliminate arbitrariness in the disposal price, the closing price of the Company's common stock on the Prime Market of the Tokyo Stock Exchange on April 20, 2026 (the business day immediately preceding the date of the resolution by the Board of Directors) of 2,440 yen is used as the disposal price. This is the market price immediately before the date of the resolution of the Board of Directors, and we believe that it is reasonable and does not constitute a particularly advantageous amount.

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