



February 20th, 2026

To Whom It May Concern:

Company name: Allied Telesis Holdings, K.K.

Name of representative:

Sachie Oshima - Representative Director, Chairman/CEO & President
(Code number. 6835 TSE Standard)

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Notice Regarding Stock Options (Stock Acquisition Rights)

We hereby announce that, at the meeting of the Board of Directors held on February 20, 2026, the Company resolved to submit the following proposals for approval to the 39th Annual General Meeting of Shareholders scheduled to be held on March 27, 2026.

(i) In accordance with the provisions of Articles 236, 238, and 239 of the Companies Act, the Company requests that the Board of Directors of the Company be delegated the determination of the Subscription Requirements with respect to the Stock Acquisition Rights that the Company issues as Stock Options to employees of the company, Directors who are not Audit and Supervisory Committee Members of the company, Directors who are Audit and Supervisory Committee Members of the company, employees of its subsidiaries, Directors of its subsidiaries, Corporate Auditors of its subsidiaries.

(ii) The issuance of Stock Acquisition Rights as Stock Options to Directors who are not Audit and Supervisory Committee Members and Directors who are Audit and Supervisory Committee Members of the Company shall be treated as non-monetary remuneration.

Because the amount is not fixed, it is treated separately from those remunerations the amount of which is fixed.

The Company requests its shareholders also to approve the contents and calculation method regarding this issuance.

1. Reason for the necessity of soliciting subscribers of Stock Acquisition Rights with particularly favorable terms

The Stock Acquisition Rights are to be issued without charge as Stock Options to employees of the company, Directors who are not Audit and Supervisory Committee Members of the company, Directors who are Audit and Supervisory Committee Members of the company, employees of its subsidiaries, Directors of its subsidiaries, Corporate Auditors of its subsidiaries, and its subsidiaries, to enhance their morale and their motivation to improve the business performance and enhance the corporate value of the Group, and their sense of participation in the management with the viewpoint as shareholders.

2. The maximum number of Stock Acquisition Rights

50,000 shall be the maximum number of Stock Acquisition Rights.

The number of shares that may be granted upon exercise of the Stock Acquisition Rights shall not exceed 5,000,000 shares of common stock of the Company and if the number of shares to be granted is adjusted under 4. (1) below), the number of shares shall not exceed the amount determined by

multiplying the number of shares to be granted after adjustment by the above-stated maximum number of Stock Acquisition Rights.

3. No payment of monies shall be required for the Stock Acquisition Rights for which the Subscription Requirements may be determined under such delegation.
4. Contents of the Stock Acquisition Rights for which the Subscription Requirements may be determined under such delegation

(1) Class and number of shares to be issued or transferred upon the exercise of the Stock Acquisition Rights

The class of shares to be issued or transferred upon exercise of the Stock Acquisition Rights shall be common stock of the Company, and the number of shares to be issued or transferred upon the exercise of each Stock Acquisition Right (hereinafter referred to as the “Number of Shares to Be Granted”) shall be 100. However, if after the date of allotment of the Stock Acquisition Rights (hereinafter referred to as the “Date of Allotment”), the Company conducts a stock split (including a gratis allotment of the Company’s common stock, hereinafter the same when “stock split” is stated) or a stock consolidation of the Company’s common stock, the Number of Shares to Be Granted shall be adjusted according to the following formula.

$$\begin{array}{r} \text{Number of Shares to} \\ \text{Be Granted after} \\ \text{adjustment} \end{array} = \begin{array}{r} \text{Number of Shares to} \\ \text{Be Granted before} \\ \text{adjustment} \end{array} \times \begin{array}{l} \text{Ratio of stock split or} \\ \text{stock consolidation} \end{array}$$

If, for reasons other than above, it becomes appropriate to adjust the Number of Shares to Be Granted after the Date of Allotment, the Company may adjust the Number of Shares to Be Granted within a reasonable range. Any fractional share of less than one share arising as a result of such adjustment shall be rounded down.

(2) Value of property to be contributed upon the exercise of the Stock Acquisition Rights

The value of property to be contributed upon the exercise of each Stock Acquisition Right shall be the amount determined by multiplying the payment price per share that may be received as a grant upon the exercise of the Stock Acquisition Rights (hereinafter referred to as the “Exercise Price”) by the Number of Shares to Be Granted.

The Exercise Price shall be the closing price for regular transactions of the Company’s common stock on the Tokyo Stock Exchange on the date when the issuance of the Stock Acquisition Rights is resolved (if there is no closing price on that date, the most recent closing price prior to the date shall apply).

However, the Exercise Price shall be subject to the following adjustments.

- ① In the event of a stock split or a stock consolidation of the Company’s common stock after the Date of Allotment, the Exercise Price shall be adjusted according to the following formula, with any fraction of less than one yen rounded up to the nearest yen.

$$\begin{array}{r} \text{Exercise Price} \\ \text{after adjustment} \end{array} = \begin{array}{r} \text{Exercise Price} \\ \text{before adjustment} \end{array} \times \frac{1}{\text{Ratio of split or consolidation}}$$

- ② In the case that the Company conducts a new stock issuance or disposes its treasury stock of the Company’s common stock at a price lower than the market price (not including cases where shares of treasury stock are sold based on the provisions of Article 194 of the Companies Act [demand for

the sale of shares less than one unit by holder of shares less than one unit]; treasury stock is transferred based on the provisions of Article 5, Paragraph 2 of the Supplementary Provisions of the “Act for Partial Revision, etc. of the Commercial Code, etc.” [Act No. 79 of 2001]; preemptive rights are exercised based on the provisions of Article 280 (19) of the Commercial Code before the enactment of “Act for Partial Revision of the Commercial Code, etc.” [Act No. 128 of 2001]; securities that will or may be converted to the Company’s common stock are converted; or the Stock Acquisition Rights for which a grant of the Company’s common stock may be demanded [including those attached to debentures with Stock Acquisition Rights] are exercised), the Exercise Price shall be adjusted according to the following formula, with any fraction of less than one yen rounded up to the nearest yen.

$$\begin{array}{rcccl} \text{Exercise Price} & & & & \text{Number of} \\ \text{After} & = & \text{Exercise Price} & \times & \text{shares} \\ \text{adjustment} & & \text{before} & & \text{outstanding} \\ & & \text{adjustment} & & \\ & & & + & \frac{\text{Number of} \\ & & & & \text{shares newly} \\ & & & & \text{issued}}{\text{Market price}} \times \text{Amount to be} \\ & & & & \text{paid per share} \\ & & & & \\ & & & & \frac{\text{Number of shares} \\ & & & & \text{outstanding} + \text{Number of shares newly} \\ & & & & \text{issued}}{\text{Market price}} \end{array}$$

The “Number of shares outstanding” in the above formula shall be the number calculated by deducting the number of shares of treasury stock of common stock held by the Company from the total number of shares of the Company’s common stock issued. In the case of the disposal of the treasury stock, the “Number of shares newly issued” shall be read as the “Number of shares of treasury stock to be disposed.”

- ③ In addition to the foregoing, if, after the Date of Allotment of the Stock Acquisition Rights, the Company conducts a gratis allotment of another class of shares to common shareholders or takes any similar action not mentioned above, and if it becomes appropriate to adjust the Exercise Price, the Company may adjust the Exercise Price within a reasonable range, taking into consideration the terms and conditions of such an allotment. Any fraction of less than one yen arising as a result of such adjustment shall be rounded up.

(3) Period for the exercise of the Stock Acquisition Rights

The period shall commence on the date three years after the Grant Resolution Date and end on the date ten years after such Grant Resolution Date.

(4) Exercise terms of the Stock Acquisition Rights

- ① To exercise their Stock Acquisition Rights, holders must be an employee, a Director who is not an Audit and Supervisory Committee Member, a director who is an Audit and Supervisory Committee Member of the Company, or an employee, Director or Corporate Auditor of subsidiaries of the Company at the time of exercise. However, this provision excludes cases in which the holder lost such status because they resigned upon retirement after the full-term service completion, mandatory retirement, resignation or retirement at the request of the Company or any of its subsidiaries, or for another valid reason.
- ② In the event of the death of a stock acquisition right holder, the stock acquisition rights shall not be inherited.
- ③ The pledge of the Stock Acquisition Rights or the creation of any security interest therein shall not be permitted.
- ④ The Stock Acquisition Rights may not be exercised for less than one Stock Acquisition Right.

(5) The amounts of capital and capital reserve to be increased by the issuance of shares upon the exercise

of the Stock Acquisition Rights

- ① The amount of capital to be increased by the issuance of the shares upon the exercise of the Stock Acquisition Rights shall be half of the amount of the maximum limit of capital increase, as calculated in accordance with the provisions of Article 17, Paragraph 1 of the Corporate Accounting Rules, and any fraction of less than one yen arising as a result of such a calculation shall be rounded up to the nearest yen.
 - ② The amount of capital reserve to be increased by the issuance of the shares upon the exercise of the Stock Acquisition Rights shall be the amount obtained by deducting the capital to be increased, as defined in ① above, from the maximum limit of capital increase, as described in ① above.
- (6) Restrictions on the acquisition of the Stock Acquisition Rights by way of transfer
- The acquisition of the Stock Acquisition Rights by way of transfer shall require approval by a resolution of the Board of Directors.
- (7) Acquisition provision of the Stock Acquisition Rights
- ① The Company may acquire the Stock Acquisition Rights without compensation on the day prescribed by the Board of Directors, in case an agenda for approval of one of the following is approved at the General Meeting of Shareholders (or, if approval of the General Meeting of Shareholders is not required, is resolved at the Board of Directors):
 - a merger agreement, under which the Company shall be defunct,
 - an absorption-type company split agreement or an incorporation-type company split plan, under which the Company shall be split,
 - a share exchange agreement or a share transfer plan, under which the Company shall be a wholly-owned subsidiary.
 - ② If a Stock Acquisition Rights Holder ceases to meet the conditions for exercising the Stock Acquisition Rights in (4) above, the Company may acquire the Stock Acquisition Rights without compensation on the day prescribed by the Board of Directors
- (8) Policy for determining the content of a grant for Stock Acquisition Rights of a company subject to reorganization by corporate realignment
- If the Company conducts a merger (limited to cases where the Company is extinguished by the merger), absorption-type company split, incorporation-type company split (limited to cases where the Company becomes a split company, respectively), share exchange, or share transfer (limited to cases where the Company becomes a wholly owned subsidiary, respectively) (hereinafter collectively referred to as the “Corporate Realignment”), the holder of the Stock Acquisition Rights who holds the remaining Stock Acquisition Rights immediately before the effective date of Corporate Realignment (the effective date of the absorption-type merger in the case of absorption-type merger, the date of establishment of the Company incorporated through consolidation-type merger in the case of consolidation-type merger, the effective date of the absorption-type company split in the case of absorption-type company split, the date of establishment of the Company incorporated through incorporation-type company split in the case of incorporation-type company split, or the effective date of the share exchange in the case of share exchange, or the date of establishment of the wholly owning parent company incorporated through share transfer in the case of share transfer) (hereinafter referred to as the “Remaining Stock Acquisition Rights”) shall be granted Stock Acquisition Rights of the respective stock companies provided for in Article 236, Paragraph 1, Item 8, from (a) to (e) of the Companies Act (hereinafter referred to as the “Company Subject to Realignment”); provided, however that the granting of Stock Acquisition Rights of the Company Subject to Realignment pursuant to each of the following items is a condition stated in the absorption-type merger agreement, consolidation-type merger agreement, absorption-type company split agreement, incorporation-type

company split plan, share exchange agreement, or share transfer plan.

- ① The number of Stock Acquisition Rights of the Company Subject to Realignment to be granted
The number of Stock Acquisition Rights granted by the Company Subject to Realignment shall be the same as the number of Remaining Stock Acquisition Rights held by the Grantee.
- ② Class of shares of the Company Subject to Realignment subject to the Stock Acquisition Rights
Common stock of the Company Subject to Realignment
- ③ The number of shares of the Company Subject to Realignment subject to the Stock Acquisition Rights
To be determined based on (1) above in consideration of the terms of the Corporate Realignment
- ④ Value of property to be contributed upon the exercise of the Stock Acquisition Rights
To be determined based on (2) above in consideration of the terms of the Corporate Realignment
- ⑤ Period for the exercise of the Stock Acquisition Rights
From the first date of the period for the exercise of the Stock Acquisition Rights as provided for in (3) above or the effective date of the Corporate Realignment, whichever is later, to the maturity date of the period for the exercise of the Stock Acquisition Rights provided for in (3) above.
- ⑥ Exercise terms of the Stock Acquisition Rights
To be determined according to (4) above
- ⑦ The amounts of capital and capital reserve to be increased by the issuance of the shares upon the exercise of the Stock Acquisition Rights
To be determined according to (5) above
- ⑧ Restrictions on the acquisition of the Stock Acquisition Rights by way of transfer
The acquisition of the Stock Acquisition Rights by way of transfer shall require approval by a resolution of the Board of Directors of the Company Subject to Realignment.
- ⑨ Acquisition provision of the Stock Acquisition Rights
To be determined according to (7) above
- (9) Discarding of fractions of less than one share arising out of the exercise of the Stock Acquisition Rights
Any fraction of less than one share to be granted to Grantees who exercised their Stock Acquisition Rights shall be discarded.(10) Calculation method of the fair value of the Stock Acquisition Rights
- (10) Calculation method of the fair value of the Stock Acquisition Rights
The fair value of the Stock Acquisition Rights, which forms the basis upon which the amount of non-monetary remunerations to Directors and Corporate Auditors is calculated, is calculated with using the Black-Scholes model based on the various conditions on the Date of Allotment.

(Note)

The above information is intended to announce that the Company has resolved to submit the matter to be discussed at the 39th Annual General Meeting of Shareholders scheduled to be held on March 27, 2026.

The actual Issuance of the Stock Acquisition Rights as Stock Options will be considered by the Board of Directors of the Company after the relevant proposal has been approved at the General Meeting of Shareholders.

<p>This English translation is for reference purposes only. In the event of any discrepancy between the Japanese original and this English translation, the Japanese original shall prevail.</p>
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