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July 21, 2026

To Whom It May Concern:

Company name: ZENKOKU HOSHO Co., Ltd.
Representative: Yuichi Aoki, President & Representative Director
(Code Number: 7164, Prime Market of the Tokyo Stock Exchange)
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Notice Concerning Disposal of Treasury Shares in Connection with Additional Contribution Under Employee Stock Ownership Plans (J-ESOP and J-ESOP-RS)

ZENKOKU HOSHO Co., Ltd. (the "Company") hereby announces, as described below, that it resolved, at a meeting of its Board of Directors held today, to dispose of treasury shares (the "Disposal of Treasury Shares") in connection with an additional contribution related to the Employee Stock Ownership Plans (J-ESOP and J-ESOP-RS) (collectively, the "Plans").

1. Outline of the disposal

(1)	Date of disposal	Thursday, August 6, 2026
(2)	Class and number of shares to be disposed of	480,000 shares of common stock
(3)	Disposal price	3,065 yen per share
(4)	Total value of shares to be disposed of	1,471,200,000 yen
(5)	Scheduled allottee	Custody Bank of Japan, Ltd. (Trust Account E)
(6)	Others	The Company will file an extraordinary report concerning the Disposal of Treasury Shares pursuant to the Financial Instruments and Exchange Act.

Note: Custody Bank of Japan, Ltd. (Trust Account E), which is the scheduled allottee, is a trust account established by the Company and Mizuho Trust & Banking Co., Ltd., through a trust agreement (the "Trust Agreement,"; a trust established under the Trust Agreement is hereinafter referred to as the "Trust") entered into between the Company and Mizuho Trust & Banking Co., Ltd., with the Company as the trustor and Mizuho Trust & Banking Co., Ltd. as the trustee (and Custody Bank of Japan, Ltd. as the sub-trustee). The Disposal of Treasury Shares will be carried out under the Plans to provide shares to employees, etc. (including employees of the Company along with Directors and employees of the Company's subsidiaries; the same applies below) and is substantially the same as the allotment of shares to employees, etc. as consideration for services rendered to the Company.

2. Purpose of and reason for the disposal

The Company has introduced the Plans based on resolutions of the Board of Directors meetings held on May 19, 2014 and March 16, 2026 (for the outline of the Plans, please refer to the “Notice Concerning the Introduction of Employee Stock Ownership Plan (J-ESOP)” dated May 19, 2014, the “Notice Concerning the Introduction of Employee Stock Ownership Plan (J-ESOP) (Determination of the Details)” dated July 22, 2014, and the “Notice Concerning the Introduction of Employee Stock Ownership Plan (J-ESOP-RS)” dated March 16, 2026.

In connection with the continuation of the Plans, the Company has decided to make an additional contribution of money to the Trust (the “Additional Trust Contribution”) to enable the Trust to acquire shares expected to be required for future grants. The Company has also decided to dispose of its treasury shares (the Disposal of Treasury Shares) to Custody Bank of Japan, Ltd. (Trust Account E), which is the sub-trustee that has been re-trusted by the trustee of the Trust, for the purpose of holding and disposing of the Company’s shares to administer the Plans.

The number of shares to be disposed of is equivalent to the number of shares that are expected to be granted to employees, etc., during the trust period, based on the Share Payment Regulations and the Restricted Share Payment Regulations (for the five fiscal years starting from the fiscal year ending March 31, 2027 through the fiscal year ending March 31, 2031). This number represents 0.35% of the 137,743,580 total issued shares as of March 31, 2026 (0.36% of the 1,325,486 total voting rights as of March 31, 2026 (both figures rounded to the second decimal place)). In light of the purpose of the Plans as described in the “Notice Concerning the Introduction of Employee Stock Ownership Plan (J-ESOP)” dated May 19, 2014 and the “Notice Concerning the Introduction of Employee Stock Ownership Plan (J-ESOP-RS)” dated March 16, 2026, the Company has determined that the scale of dilution is reasonable.

* Outline of the Additional Trust Contribution

Date of the Additional Trust Contribution:	August 6, 2026
Amount of the Additional Trust Contribution:	1,471,200,000 yen
Class of shares to be acquired:	The Company’s common stock
Number of shares to be acquired:	480,000 shares
Date of share acquisition:	August 6, 2026
Method of share acquisition:	Acquisition by way of subscribing for the Company's treasury shares to be disposed of (the Disposal of Treasury Shares)

3. Basis of calculation of the disposal price and details thereof

The disposal price shall be 3,065 yen, which is the closing price of the Company’s common stock on the Tokyo Stock Exchange on the business day immediately preceding the date on which the Board of Directors resolved on the Disposal of Treasury Shares.

The closing price on the business day immediately preceding the date of the resolution by the Board of Directors was used because it reflected the fair corporate value of the Company in the stock market, and the Company determined this method to be reasonable.