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### **Notice Regarding the Determination of Details of Stock Options**

Nojima Corporation (the "Company") hereby announces that its Board of Directors, at a meeting held on May 19, 2026, resolved to submit a proposal to its 64th Ordinary General Meeting of Shareholders scheduled for June 19, 2026. The proposal seeks approval to issue share acquisition rights as stock options without consideration, and to delegate the determination of the subscription requirements for such share acquisition rights to the Board of Directors, pursuant to the provisions of Articles 236, 238, and 239 of the Companies Act.

#### **1. Purpose of introducing the stock option plan and reason for issuing share acquisition rights without consideration**

The purpose is to increase the motivation and morale of the Nojima Team (※) to improve financial performance, thereby contributing to the enhancement of corporate value. To appropriately achieve this purpose, the share acquisition rights will be issued without requiring the payment of money. In addition, the Company plans to allocate its treasury stock for all the shares to be delivered upon the exercise of these share acquisition rights; therefore, no dilution of shares is expected as a result of the issuance of these share acquisition rights.

(※) Under the shared aspiration to "contribute to society and bring joy to customers," the Company refers to its group companies as the "Nojima Team." This designation reflects our desire to transcend organizational frameworks, leverage the mutual strengths of each company, and grow together.

#### **2. Details of the issuance of share acquisition rights**

##### **(1) Persons to whom share acquisition rights will be allotted**

Directors and Executive Officers of the Company, and Directors, Corporate Auditors, and Executive Officers (shikkoyakuin) of the Company's subsidiaries, as recognized by the Board of Directors of the Company. The granting of share acquisition rights to the Directors and Executive Officers of the Company will be implemented based on the determination of the Company's Compensation Committee.

##### **(2) Class and number of shares underlying the share acquisition rights**

The maximum number of shares underlying the share acquisition rights, for which the subscription

requirements may be determined based on the delegation by this General Meeting of Shareholders, shall be 3,000,000 shares of the Company's common stock.

However, in the event that the number of granted shares is adjusted as set forth in (3) below, the maximum number of shares underlying the share acquisition rights shall be adjusted to the number obtained by multiplying the adjusted number of granted shares by the total number of share acquisition rights.

(3) Total number of share acquisition rights

The maximum number of share acquisition rights for which the subscription requirements may be determined based on the delegation by this General Meeting of Shareholders shall be 30,000 units.

The number of shares underlying each share acquisition right (the "Number of Granted Shares") shall be 100 shares of the Company's common stock. If the Company conducts a stock split (including a gratis allotment of common stock; the same applies hereinafter) or a stock consolidation after the allotment date of the share acquisition rights (the "Allotment Date"), the Number of Granted Shares shall be adjusted using the following formula. However, such adjustment shall apply only to the Number of Granted Shares for the share acquisition rights that have not been exercised at that time, and any fraction of less than one share resulting from the adjustment shall be rounded down.

Adjusted Number of Granted Shares = Pre-adjustment Number of Granted Shares × Ratio of stock split or stock consolidation

In addition to the above, if the Company conducts a merger, company split, share exchange, or share transfer (hereinafter referred to as "Merger, etc."), or if any other event occurs that requires an adjustment to the Number of Granted Shares, the Company shall reasonably adjust the Number of Granted Shares, taking into consideration the conditions of the Merger, etc.

(4) Amount to be paid in for share acquisition rights or its calculation method

No cash payment shall be required in exchange for the share acquisition rights. The share acquisition rights are granted at a fair value as consideration for the execution of duties and do not constitute an issuance under particularly favorable conditions.

(5) Value of property to be contributed upon exercise of share acquisition rights

The value of property to be contributed upon the exercise of each share acquisition right shall be the amount obtained by multiplying the amount to be paid in per share to be delivered upon exercise (the "Exercise Price") by the Number of Granted Shares.

The Exercise Price shall be the closing price of the Company's common stock in regular trading on the Tokyo Stock Exchange on the Allotment Date (if no trade is executed on that day, the closing price on the most recent preceding trading day).

If any of the following events occur on or after the Allotment Date, the Exercise Price shall be adjusted respectively:

① If the Company conducts a stock split or a stock consolidation, the Exercise Price shall be adjusted using the following formula, with any fraction of less than one yen resulting from the adjustment rounded up.

Adjusted Exercise Price = Pre-adjustment Exercise Price × (1 / Ratio of stock split or stock consolidation)

② If the Company issues new shares or disposes of treasury stock at a price below the market price, the Exercise Price shall be adjusted using the following formula, with any fraction of less than one yen resulting

from the adjustment rounded up.

Adjusted Exercise Price = Pre-adjustment Exercise Price × [(Number of already issued shares + (Number of newly issued shares × Amount paid in per share) / Market price) / (Number of already issued shares + Number of newly issued shares)]

In the above formula, "Number of already issued shares" refers to the total number of shares issued by the Company minus the number of treasury stock held by the Company. When disposing of treasury stock, "Number of newly issued shares" shall be read as "Number of treasury stock to be disposed of."

③ If an unavoidable event occurs that requires an adjustment of the Exercise Price on or after the Allotment Date, such as a Merger, etc., the Company shall reasonably adjust the Exercise Price, taking into consideration the conditions of the Merger, etc.

(6) Exercise period of share acquisition rights

The exercise period shall be two years, commencing on the day following the expiration of three years from the date of the Board of Directors' resolution determining the subscription requirements for the share acquisition rights.

(7) Conditions for the exercise of share acquisition rights

① A person to whom share acquisition rights are allotted (the "Share Acquisition Right Holder") must, at the time of exercise, hold the position of Director, Executive Officer, or Employee of the Company, or Director, Corporate Auditor, Executive Officer (shikkoyakuin), or Employee of a subsidiary of the Company. However, this shall not apply if the Board of Directors deems that there is a justifiable reason.

② Inheritance of share acquisition rights is not permitted.

(8) Events and conditions for the acquisition of share acquisition rights

① If a proposal for a merger agreement under which the Company will become the absorbed company is approved at a General Meeting of Shareholders, or if a proposal for a share exchange agreement or a share transfer plan under which the Company will become a wholly-owned subsidiary is approved at a General Meeting of Shareholders, the Company may acquire the share acquisition rights without consideration on a date separately determined by the Board of Directors.

② If a Share Acquisition Right Holder becomes unable to exercise the rights due to no longer satisfying the conditions for exercise stipulated in (7) above, or if the holder waives the rights, the Company may acquire the share acquisition rights without consideration.

③ The Company may, at any time, cancel the share acquisition rights acquired and held by the Company without consideration.

(9) Restriction on the transfer of share acquisition rights

The acquisition of share acquisition rights by transfer shall require the approval of the Board of Directors of the Company.

(10) Matters concerning capital and capital reserve to be increased in the event of issuance of shares upon exercise of share acquisition rights

① The amount of capital to be increased in the event of the issuance of shares upon the exercise of share acquisition rights shall be one-half of the maximum limit of capital increase calculated pursuant to Article 17, Paragraph 1 of the Rules of Corporate Accounting, with any fraction of less than one yen resulting from

the calculation rounded up.

② The amount of capital reserve to be increased in the event of the issuance of shares upon the exercise of share acquisition rights shall be the amount obtained by subtracting the amount of capital to be increased as set forth in 1. above from the maximum limit of capital increase set forth in 1. above.

(11) Policy for handling share acquisition rights in the event of organizational restructuring, etc.

In the event that the Company conducts a merger (limited to cases where the Company is extinguished), an absorption-type company split or an incorporation-type company split (limited to cases where the Company is the splitting company), or a share exchange or a share transfer (limited to cases where the Company becomes a wholly-owned subsidiary) (hereinafter collectively referred to as "Organizational Restructuring"), the Company shall, in each case, deliver share acquisition rights of the joint-stock company listed in Article 236, Paragraph 1, Item 8 (a) through (e) of the Companies Act (the "Reorganized Company") to the Share Acquisition Right Holders who hold share acquisition rights remaining unexercised and unacquired by the Company (the "Remaining Share Acquisition Rights") immediately before the effective date of the Organizational Restructuring. In this case, the Remaining Share Acquisition Rights shall be extinguished, and the Reorganized Company shall newly issue share acquisition rights. However, this is subject to the condition that the delivery of the share acquisition rights of the Reorganized Company in accordance with the following items is stipulated in the relevant restructuring agreement or plan.

① Number of share acquisition rights of the Reorganized Company to be delivered: The same number as the Remaining Share Acquisition Rights held by each Share Acquisition Right Holder shall be delivered.

② Class of shares of the Reorganized Company underlying the share acquisition rights: Common stock of the Reorganized Company.

③ Number of shares of the Reorganized Company underlying the share acquisition rights: To be reasonably determined in accordance with "(2) Class and number of shares underlying the share acquisition rights" above

④ Value of property to be contributed upon exercise of share acquisition rights: The amount obtained by multiplying the adjusted Exercise Price by the number of shares of the Reorganized Company underlying each share acquisition right.

⑤ Exercise period of share acquisition rights: From the commencement date of the exercise period stipulated in "(6)" above or the effective date of the Organizational Restructuring, whichever is later, to the expiration date of the exercise period stipulated in "(6)" above.

⑥ Matters concerning capital and capital reserve to be increased: To be determined in accordance with "(10)" above.

⑦ Restriction on the acquisition of share acquisition rights by transfer: Shall require the approval of the Board of Directors of the Reorganized Company.

⑧ Events and conditions for the acquisition of share acquisition rights: To be determined in accordance with "(8)" above.

(12) Allotment date of share acquisition rights

A date separately determined by the Board of Directors.

(13) Treatment of issuance of share acquisition right certificates

The Company shall not issue share acquisition right certificates for these share acquisition rights.

(Note) The details above are subject to the approval of the proposal "Determination of Details of Stock Options" at the 64th Ordinary General Meeting of Shareholders scheduled for June 19, 2026, and the approval of the proposal "Determination of Details of Individual Remuneration for Directors and Executive Officers"

at the Compensation Committee meeting to be held after the said General Meeting of Shareholders.

### 3. Other

As announced in the disclosure dated May 20, 2025, the share acquisition rights (stock options) to be granted to the employees of the Company and the employees of its subsidiaries will be issued by a resolution of the Board of Directors of the Company, as they are granted at a fair value as consideration for the execution of duties and do not constitute an issuance under favorable conditions.

On the other hand, the granting of stock options (share acquisition rights) to the Directors and Executive Officers of the Company, as well as the Directors, Executive Officers (shikkoyakuin), and Corporate Auditors of its subsidiaries, will be subject to a resolution at the General Meeting of Shareholders as a voluntary measure to strengthen corporate governance, similarly to the practice prior to the introduction of the restricted stock remuneration plan.

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