



December 15, 2025

To whom it may concern

Company name: Starzen Co., Ltd.  
Representative: Kazuhiko Yokota  
Representative Director,  
President & CEO  
Securities code: 8043 (TSE Prime Market)  
Inquires: Yukinaga Ishigami  
Executive Officer, General  
Manager of Administrative  
Division  
(Tel: +81-3-3471-5521)

**Notice Regarding Completion of Payment for Disposal of  
Treasury Shares as Restricted Stock to Employees**

Starzen Co., Ltd. (hereinafter, “Starzen” or the “Company”) hereby announces that, in relation to the disposal of treasury shares as restricted stock to employees, which was resolved at the Board of Directors meeting held on November 13, 2025, the procedure for payment was completed today as follows. For details, please refer to “Notice Regarding Disposal of Treasury Shares as Restricted Stock to Employees” dated November 13, 2025.

**Overview of the Disposal**

(1) Date of disposal	December 15, 2025
(2) Class and number of shares to be disposed of	38,732 shares of the Company’s common stock
(3) Disposal price	1,187 yen per share
(4) Total value of disposal	45,974,884 yen
(5) Allottees	86 employees of the Company: 38,732 shares
(6) Other	No securities notification or extraordinary report under the Financial Instruments and Exchange Act has been filed, because (i) the disposal of treasury stock includes the condition that the employees who are allottees will be prohibited from transferring the shares until the Company files the annual securities report for the fiscal year in which the allottees will receive the shares, and (ii) the total disposal amount is less than 100 million yen.