



September 16, 2025

To whom it may concern

Company Name: XEBIO HOLDINGS CO., LTD.

Representative: Tomoyoshi Morohashi, President and Representative Director

Securities Code: 8281; Tokyo Stock Exchange Prime Market

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Notice Concerning the Determination of Allotment of Stock Acquisition Rights as Stock-Based Compensation-Type Stock Options to Directors

XEBIO HOLDINGS CO., LTD. (the “Company”) hereby announces that, with respect to the stock acquisition rights as stock-based compensation-type stock options for Directors, which were resolved at the meeting of the Board of Directors held on August 19, 2025, the previously undetermined matters have been finalized as follows.

1. Allotment Date of Stock Acquisition Rights
September 16, 2025
2. Total Number of Stock Acquisition Rights Allotted
189 units (100 shares per unit)
3. Allottees and Number of Stock Acquisition Rights Allotted
Three Directors of the Company – 189 units in total
4. Class and Number of Shares Underlying Stock Acquisition Rights
Common shares of the Company – 18,900 shares
5. Payment Amount

105,400 yen per unit of stock acquisition rights (1,054 yen per share)

The above amount represents the fair value of the stock acquisition rights as calculated using the Black-Scholes model as of the allotment date (September 16, 2025). Pursuant to Article 246, Paragraph 2 of the Companies Act of Japan, the allottees shall acquire the stock acquisition rights by offsetting their remuneration claims against the Company with their payment obligations, and therefore no cash payment will be required.

[Reference]

Date of the resolution of the Board of Directors determining the issuance terms: August 19, 2025

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.