



June 12, 2026

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 Determination of Terms for the Issuance of Stock Acquisition Rights as Stock Options

XEBIO HOLDINGS CO., LTD. (the “Company”) hereby announces that it has finalized the specific terms for the issuance of stock acquisition rights as stock options, the issuance of which was resolved at the meeting of the Board of Directors held on June 5, 2026, in accordance with Articles 236, 238, and 239 of the Companies Act of Japan, as outlined below.

1. Allotment Date of Stock Acquisition Rights

June 12, 2026

2. Total Number of Stock Acquisition Rights

2,180 units (Each stock acquisition right entitles the holder to acquire 100 shares)

3. Amount of Assets to Be Contributed upon Exercise of Stock Acquisition Rights

107,000 yen per unit (1,070 yen per share)

4. Allottees, Number of Allottees, and Number of Stock Acquisition Rights Allotted

Category	Number of Allottees	Number of Rights Allotted
Directors of the Company	2	300
Executive Vice President and Executive Officers of the Company	6	850

Directors, Executive Officers, employees, etc. of consolidated subsidiaries of the Company	50	1,030
Total	58	2,180

[Reference]

(1) Date of the resolution of the Board of Directors for submission to the Annual General Meeting of Shareholders: May 20, 2025

(2) Date of resolution at the Annual General Meeting of Shareholders: June 27, 2025

(3) Date of resolution of the Board of Directors for allotment of stock options: June 5, 2026

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.