

February 26, 2026

Company name: H.I.S. Co., Ltd.
Name of representative: Sawada Hidetaka, President
(Securities code: 9603; Prime Market)
Inquiries: Ogawa Takeshi, Executive Officer
General Manager of Human Resources
(Telephone: +81-50-1746-4188)
(Mail: his-ir@his-world.com)

Notice Regarding Completion of Payment for Disposal of Treasury Stock as Restricted Stock Compensation

H.I.S. Co., Ltd. (the "Company") hereby announces as follows that payment procedures were completed on February 26, 2026 for the disposal of its treasury stock as restricted stock compensation, which was announced on January 28, 2026.

1. Summary of the disposal

(1) Disposal date	February 26, 2026
(2) Class and number of shares to be disposed	27,478 shares of common stock of the Company
(3) Disposal price	JPY 1,292 per share
(4) Total value of shares to be disposed	JPY 35,501,576
(5) Method of subscription or allotment	Method of allotting specified restricted stock
(6) Method of Performance of contributions	Contribution of monetary compensation claim in kind
(7) Allottees and numbers of allottees and shares	Directors of the Company (excluding directors who are Audit and Supervisory Committee members and outside directors) : 6 Directors, 27,478 shares

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