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To whom it may concern:

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Notice on Disposal of Treasury Shares as Restricted Stock Compensation Plan

Ahresty Corporation (the “Company”) hereby announces that it was decided at the Board of Directors’ meeting held today to dispose of treasury shares (the “Disposal of Treasury Shares”) as follows.

1. Outline of the Disposal

(1) Disposal date	July 18, 2025
(2) Class and number of shares to be disposed	Of which, work-continuation-linked shares with transfer restrictions: 44,119 shares 69,451 shares of the Company’s common stock Performance-linked shares with transfer restrictions: 25,332 shares
(3) Disposal price	750 yen per share
(4) Total value of shares to be disposed	52,088,250 yen
(5) Scheduled allottees of shares	Directors (excluding outside Directors and Directors serving as the Audit and Supervisory Committee Members) 4 persons, 58,265 shares Of which, work-continuation-linked shares with transfer restrictions: 40,933 shares Performance-linked shares with transfer restrictions: 17,332 shares Director serving as the Audit and Supervisory Committee Member (excluding outside Directors) 1 person, 3,186 shares Of which, work-continuation-linked shares with transfer restrictions: 3,186 shares Executive Officers 4 persons, 8,000 shares Of which, performance-linked shares with transfer restrictions: 8,000 shares
(6) Others	None applicable

2. Purposes and Reasons of the Disposal

The Company resolved at the Board of Directors' meeting held on May 30, 2018, to introduce a restricted stock compensation plan (the "Compensation Plan") with the aims of providing its Directors (excluding outside Directors, "Eligible Directors") and Executive Officers with an incentive to continuously improve the enterprise value of the Company, facilitating their sense of sharing value with shareholders, and establishing a greater linkage with medium- to long-term performance goals, as a new compensation plan for Eligible Directors and Executive Officers.

In line with the Compensation Plan, it was decided at the Board of Directors' meeting held today that nine Eligible Directors and Executive Officers of the Company (collectively, the "Allottees") shall pay in all monetary compensation receivables provided by the Company in the form of property contributed in kind, and the Company shall allot shares of the Company's common stock (the "Allotted Shares"), through disposal of treasury shares, to Eligible Directors and Executive Officers.

An outline of the Compensation Plan and other relevant details are shown below.

[Outline of the Compensation Plan]

Under the Compensation Plan, Eligible Directors and Executive Officers shall pay in all monetary compensation receivables provided by the Company in the form of property contributed in kind, and the shares of the Company's common stock shall be issued or disposed of.

Upon the issuance or disposal of shares of the Company's common stock under the Compensation Plan, the Company and each Eligible Director and Executive Officer shall conclude an agreement on the allotment of restricted stock (the "Allotment Agreement") which includes (1) Eligible Directors and Executive Officers may not transfer, create a security interest on, or otherwise dispose of the shares of the Company's common stock allotted pursuant to the Allotment Agreement during a certain restriction period, and (2) the Company may acquire the shares of the Company's common stock without consideration under certain circumstances.

For this time, considering the purpose of the Compensation Plan, our current business results, level of contribution and responsibility each Allottee as well as various business activities, the Company decided to grant a total of 52,088,250 yen in monetary compensation receivables and 69,451 shares of common stock with the aim of appointing competent personnel as officers and employees, and further raising the motivation of each Allottee. Of the 69,451 shares, 25,332 shares to be granted as "performance-linked shares with transfer restrictions" are subject to a restricted transfer period in line with the period set for the "25-27 Medium-Term Management Plan" in order to establish a greater linkage with medium- to long-term performance goals, which is the purpose of introducing the Compensation Plan. As the current fiscal year is the first year of the "25-27 Medium-Term Management Plan," the transfer restriction period is set at three years.

3. Overview of the Allotment Agreement

(1) Work-continuation-linked shares with transfer restrictions

(i) Transfer restriction period July 18, 2025 – July 1, 2055

(ii) Treatment in the event of resignation

In the event that an Allottee resigns from the position as a Director of the Company before the expiration of the transfer restriction period, the Company shall automatically acquire the Allotted Shares without consideration, except in the case of death, expiration of term of office or retirement due to mandatory retirement age or other reasons deemed justifiable by the Board of Directors of the Company.

(iii) Conditions for lifting transfer restriction

On the condition that an Allottee maintains the positions as a Director of the Company continuously

during the transfer restriction period, the Company shall lift transfer restriction for the Allotted Shares at the expiration of the transfer restriction period; provided, however, that if an Allottee resigns from the position as a Director (excluding a Director serving as the Audit and Supervisory Committee Member) of the Company before the expiration of the transfer restriction period due to death, expiration of term of office or retirement due to mandatory retirement age or other reasons deemed justifiable by the Board of Directors of the Company as set forth in (1) (ii), the transfer restriction shall be lifted at the time separately determined by the Board of Directors of the Company. Such time shall be a date on or after July 1, 2026.

(2) Performance-linked shares with transfer restrictions

(i) Transfer restriction period July 18, 2025 – July 17, 2028

(ii) Treatment in the event of resignation

In the event that an Allottee resigns from any of the positions as a Director (excluding a Director serving as the Audit and Supervisory Committee Member) or an Executive Officer of the Company before the expiration of the transfer restriction period, the Company shall automatically acquire the Allotted Shares without consideration, except in the case of death, expiration of term of office or retirement due to mandatory retirement age or other reasons deemed justifiable by the Board of Directors of the Company.

(iii) Conditions for lifting transfer restriction

On the condition that an Allottee maintains any of the positions as a Director (excluding a Director serving as the Audit and Supervisory Committee Member) or an Executive Officer of the Company continuously during the transfer restriction period, the Company shall lift transfer restriction for the Allotted Shares in proportion to the achievement level of the performance goals for the restricted transfer period set in the Allotment Agreement at the expiration of the transfer restriction period; provided, however, that if an Allottee resigns from any of the positions as a Director (excluding a Director serving as the Audit and Supervisory Committee Member) or an Executive Officer of the Company before the expiration of the transfer restriction period due to death, expiration of term of office or retirement due to mandatory retirement age or other equivalent reasons deemed justifiable by the Board of Directors of the Company as set forth in (2) (ii), the transfer restriction shall be lifted for the number of shares calculated in accordance with the formula set forth in the Allotment Agreement at the time separately determined by the Board of Directors of the Company. Such time shall be a date on or after July 1, 2026.

4. Basis of Calculation and Specific Details for the Payment Amount

To eliminate arbitrariness in the disposal price, the closing price for the shares of the Company's common stock of 750 yen on the Prime Market of the Tokyo Stock Exchange on June 26, 2025 (the business day prior to the day of resolution at the Board of Directors' meeting) is used as the issue price of the Disposal of Treasury Shares. As this is the market price the day prior to the day of resolution of the Board of Directors, the Company considers it reasonable and not a particularly favorable price.

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