JINUSHI Co., Ltd.

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

MEMBERSHIP

February 13, 2025

Company name: JINUSHI Co., Ltd.

Name of representative: Hirofumi Nishira, Representative Director and President

(Securities code: 3252; TSE Prime)

Inquiries: Sou Yamashita, General Manager of Investor Relations & Public Relations Office

(Telephone: +81-(0)3-5220-2902)

Notice of Disposal of Treasury Shares as Restricted Stock Compensation

JINUSHI Co., Ltd. (the "Company") hereby announces its plans to dispose of treasury shares as stock-based compensation once again this fiscal year. This is based on the Restricted Stock Compensation Plan, which was approved for the introduction of board members at the 24th Ordinary General Meeting of Shareholders on March 22, 2024, and the Restricted Stock Compensation Plan, which was resolved for the introduction of employees at the Board of Directors' meeting on February 13, 2024. (Together with the plan for eligible directors, collectively referred to as the "Plans.")

Currently, the estimated total amount to be paid for the disposition of treasury shares to be allotted to the Company's directors (excluding directors who are members of the audit committee and outside directors) and all employees of the Company (which refers to full-time employees and excludes certain contract and part-time employees, etc. Together with the target directors, collectively referred to as the "Targets") is 310,422,200 yen. (The total amount paid for the disposition of treasury stock allocated to the Targets under the Plans in the previous fiscal year was 259,234,130 yen.)

Details will be announced as soon as they are finalized.