April 23, 2025

For Immediate Release

Ad-Sol Nissin Corporation
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Notice Regarding the Disposal of Treasury Stock as Restricted Stock Compensation to Employees (Management Personnel)

Ad-Sol Nissin Corporation (the "Company") has introduced a restricted stock compensation plan for our employees (management personnel) who assume important roles and responsibilities in our sustainable growth, in order to realize our corporate philosophy of "contributing to customer satisfaction and the development of a prosperous society by creating and providing high value-added services," and to further promote value-sharing with our shareholders.

The Company hereby announces that, at its Board of Directors meeting held today, it resolved to dispose of the Company's treasury stock as restricted stock compensation (hereinafter the "Disposal") as follows.

1. Overview of the Disposal of Treasury Stock

(1)	Disposal date	July 2, 2025
(2)	Class and number of shares to be disposed of	Common stock of the Company 11,823 shares
(3)	Disposal price	993 yen per share
(4)	Total value of Disposal	11,740,239 yen
(5)	Planned allottees	119 employees of the Company*

* People in management positions as determined by the Company's Board of Directors (excluding directors)

2. Purpose and Reasons for Disposal

The Company resolved to introduce a restricted stock compensation plan (hereinafter the "Plan") at its Board of Directors meeting held on March 18, 2020, as an incentive for management personnel (excluding directors) who play an important role in implementing the Company's management plan. The initiative is intended to promote value-sharing with shareholders—in other words, to achieve the sustainable enhancement of corporate value.

At its Board of Directors meeting held today, the Company has resolved to allot 11,823 shares to the specified restricted stock, by granting 119 employees (management personnel) of the Company monetary compensation claims of 11,740,239 yen as restricted stock compensation for the period from July 2, 2025 to July 1, 2026, and having the eligible employees make in-kind contribution of all such monetary compensation claims. The amount of monetary compensation claims for each eligible employee is decided

by considering various factors including contributions. In addition, such monetary compensation claims shall be granted subject to certain conditions, including the conclusion of an allotment agreement for restricted stock between each eligible employee and the Company (hereafter, the "Allotment Agreement"), which includes the points described in item 3 below.

3. Overview of the Allotment Agreement

(1) Transfer Restriction Period

Each eligible employee may not transfer, mortgage, or otherwise dispose of the allotted shares during the period from July 2, 2025 (date of the Disposal) to July 1, 2026.

(2) Conditions for Termination of the Transfer Restrictions

The Company shall terminate the transfer restrictions for all allotted shares upon the expiration of the transfer restriction period, provided that the allottee has continuously held the position of an employee of the Company during the transfer restriction period. However, if the eligible employee retires from the Company during the restricted period due to death, retirement, or expiration of the contract term, the Company shall terminate the transfer restrictions on the allotted shares, which is calculated by dividing the number of months from the month including the date of the Disposal to the month including the date of the retirement by 12 and multiplying the result by the number of shares initially delivered, as of the date of retirement.

(3) Gratis Acquisition by the Company

The Company shall immediately acquire, without compensation, the allotted shares for which the transfer restrictions have not been terminated at the time of expiration of the transfer restriction period, or immediately after the eligible employee retires from the Company and loses their status as an employee of the Company during the transfer restriction period.

(4) Procedure in the Event of Organizational Restructuring, etc.

During the transfer restriction period, if a merger agreement in which the Company will be the absorbed company, a share exchange agreement or a share transfer plan in which the Company will become a wholly owned subsidiary, or any other matter related to organizational restructuring or the like is approved at the Company's General Meeting of Shareholders (or by the Board of Directors of the Company, where such organizational restructuring or the like does not require the approval of the General Meeting of Shareholders of the Company), the Company shall, by resolution of the Board of Directors of the Company, terminate the transfer restrictions on the allotted shares, which is calculated by dividing the number of months from the month including the date of the Disposal to the month including the date of approval of the reorganization by 12 and multiplying the result by the number of shares initially delivered. The termination shall occur immediately before the business day prior to the effective date of the reorganization.

(5) Management of Shares

The allotted shares will be managed by a dedicated account opened by the eligible employees at Mitsubishi UFJ Morgan Stanley Securities Co., Ltd., to prevent the transfer, establishment of security interest, or any other disposition during the transfer restriction period.

To enforce the transfer restrictions, etc., on the allotted shares, the Company has concluded a contract with Mitsubishi UFJ Morgan Stanley Securities Co., Ltd. for the administration of the accounts for allotted

shares held by each eligible employee. The eligible employees shall agree to details regarding the management of the account.

4. Basis for Calculating the Amount to be Paid and the Specific Details Thereof

The Disposal of treasury stock shall be funded by the monetary compensation claim provided as a restricted stock compensation by the Company under the Plan. The Disposal price is set at 993 yen, the closing price of the Company's common stock on the Tokyo Stock Exchange on April 22, 2025 (the business day prior to the Board of Directors' resolution date), to exclude arbitrariness. This is the market share price immediately preceding the date of the resolution by the Board of Directors, and the Company believes that it is reasonable and does not represent a particularly advantageous price.

(Note) English documents are prepared as a courtesy to our shareholders. In the event of any inconsistency between English-language documents and Japanese-language documents, the Japanese-language documents will prevail.