Translation

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April 23, 2026

To whom it may concern

Company name: KOHOKU KOGYO CO., LTD.
Representative: President and CEO Futoshi Ishii
(Securities code: 6524 TSE)
Contact: Corporate Officer, General Manager, Investor Relations & Public Relations Department Kohei Nozato
(TEL: +81-749-85-3211)

Notice Regarding Disposal of Treasury Shares as Restricted Stock-Based Compensation

We hereby notify you that today (hereinafter referred to as "the Resolution Date"), pursuant to Article 370 of the Companies Act and Article 25 of our Articles of Incorporation (written resolution in lieu of a board resolution), we have decided to dispose of treasury shares as described below (hereinafter referred to as "this disposal of treasury shares" or "the Disposal").

1. Summary of the Disposal

(1)	Date of Disposal	May 21, 2026
(2)	Class and number of shares to be disposed	3,016 shares of the Company's common stock
(3)	Disposal price	4,965 yen per share
(4)	Total disposal amount	14,974,440 yen
(5)	Recipient(s) of disposition and number of persons, and disposition Number of shares	Directors of the Company (excluding directors who are Audit and Supervisory Committee members and outside directors) 3 persons, 1,941 shares Executive officers of the Company: 6 persons, 1,075 shares

2. Purpose and reason for the disposition

At the Board of Directors meeting held on February 19, 2025, the Company resolved to introduce a new compensation system — a restricted stock compensation plan (the "Plan") — for its directors (excluding directors who are Audit and Supervisory Committee members and outside directors; hereinafter referred to as the "eligible directors") and executive officers (collectively with the eligible directors, the "eligible directors and officers"), with the objectives of providing incentives to promote the sustainable enhancement of the Company's corporate value and further aligning interests with the Company's shareholders. At the 66th Annual General Meeting of Shareholders held on March 28, 2025, we obtained approval for, under this system, providing cash claims of up to ¥30 million per year as remuneration to the eligible directors to be contributed as property for the acquisition of restricted stock (hereinafter "restricted stock remuneration"), issuing or disposing of up to 30,000 shares of our common stock per year, and setting the transfer restriction period for the restricted stock to a period determined in advance by our Board of Directors to be between three and thirty years, among other matters.

The overview of this system is as follows.

[Outline of this plan]

Under this system, the eligible directors, etc. will pay in the entirety of the monetary claims provided to them by the Company as contribution in kind and will be issued or receive disposition of the Company's common shares. The subscription price per share shall be determined by the Board of Directors based on the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day before each relevant Board resolution (or, if no trade occurred on that day, the closing price on the most recent preceding trading day), provided that such price shall not be favorable to the directors or other persons subscribing for the common stock.

In addition, in issuing or disposing of the Company's common shares under this system, the Company will enter into a restricted-share allotment agreement with the relevant director or other person, and the agreement will provide, among other things, that (i) the relevant director or other person shall be prohibited, for a certain period, from transferring, creating security interests in, or otherwise disposing of the Company's common shares allotted under the restricted-share allotment agreement, and (ii) if certain events occur, the Company shall, free of charge, acquire such common shares, etc.

Based on the deliberations and recommendations of the Nomination and Remuneration Advisory Committee, and taking into account the purpose of this plan, our company's business conditions, the scope of responsibilities of each eligible director and officer, and other relevant circumstances, we have decided to grant monetary claims totaling ¥14,974,440 (hereinafter "the monetary claims") and 3,016 common shares to further enhance the motivation of each eligible director and officer. To realize the purpose of this system—sharing shareholder value—over the medium to long term, the transfer restriction period for this instance has been set at 30 years.

In this disposal of treasury shares, under this system the nine directors and others who are scheduled to be allotted shares will pay all monetary claims against the company as contribution in kind and receive

disposition of the company's common shares (hereinafter "these allotted shares"). In connection with this disposal of treasury shares, the outline of the restricted stock allotment agreement to be entered into between the Company and the applicable directors, etc. (hereinafter referred to as "this Allotment Agreement") is as described in section 3 below.

3. Summary of the Allocation Agreement

(1) Transfer restriction period

May 21, 2026 – May 20, 2056

(2) Conditions for lifting the transfer restrictions

Subject to the condition that the applicable director, etc. continuously held the position of director, executive officer or employee of the Company during the transfer restriction period, the transfer restrictions on all of the allotted shares shall be lifted at the expiration of the transfer restriction period.

(3) Treatment when, during the transfer restriction period, the applicable director, etc. resigns or retires due to expiration of term, mandatory retirement, or other legitimate reasons

1) Timing of lifting the transfer restrictions

If the relevant director or similar party ceases to hold the position of director, executive officer, or employee of the Company due to expiration of term, mandatory retirement age, or other legitimate reason (including resignation or retirement due to death), the transfer restriction shall be lifted at the moment immediately following such director's or similar party's resignation or retirement.

2) Number of shares for which transfer restrictions will be lifted

The number of shares to be allotted shall be the number of shares held at the time of the resignation or retirement prescribed in 1) above multiplied by the number obtained by dividing by 12 the number of months from the month including the date of this allotment resolution (provided, however, that if the director in question is an executive officer, the start date of the fiscal year to which the date of this allotment resolution belongs shall be substituted) to the month including the date of the director's resignation or retirement (if that number exceeds 1, it shall be treated as 1) (provided, however, that any fractional part less than one share resulting from the calculation shall be rounded down).

(4) Acquisition without consideration by the Company

At the time the transfer restriction period expires or at the time of lifting the transfer restriction as provided in (3) above, the Company shall automatically acquire without compensation any allocated shares for which the transfer restriction has not been lifted.

(5) Treatment in the event of organizational restructuring, etc.

If, during the transfer-restriction period, a merger agreement in which the Company will be the disappearing company, a share exchange agreement or share transfer plan in which the Company will become a wholly-owned subsidiary, or other matters concerning organizational restructuring are approved at the Company's general meeting of shareholders (however, if approval by the Company's general meeting of shareholders is not required for such organizational restructuring, at the Company's board of directors), the board of directors may, by resolution, lift the transfer restriction on the

number of allotted shares held at that time by multiplying the number of allotted shares held at that time by the number obtained by dividing by 12 the number of months from the month including the allotment resolution date (except that, if the target director, etc. is an executive officer, the start of the fiscal year to which the allotment resolution date belongs shall be substituted for the allotment resolution date) to the month including the date of such approval (if that number exceeds 1, it shall be treated as 1) (any fraction less than one share resulting from the calculation shall be rounded down), and treating the moment immediately before the business day prior to the effective date of such organizational restructuring as the time when the transfer restriction on those shares is lifted. Upon termination of these transfer restrictions, the Company shall automatically acquire, without payment, all unvested allocated shares for which the transfer restrictions have not been lifted as of immediately after such termination.

(6) Management of Shares

During the transfer restriction period, the allocated shares shall be held in a dedicated account opened by the relevant director(s), etc. at Nomura Securities Co., Ltd., and may not be transferred, pledged, or otherwise disposed of. The Company has entered into an agreement with Nomura Securities Co., Ltd. regarding the management of the accounts holding the allocated shares owned by each applicable director, etc., in order to ensure the effectiveness of transfer restrictions and other conditions related to these allocated shares. In addition, each applicable director, etc., shall agree to the content of the management of such accounts.

4. Basis for calculating the payment amount and its specific details

The disposal of the company's treasury shares to the scheduled allottee will be carried out using the monetary claim provided as contributed property, which was granted as restricted stock compensation for the Company's 68th fiscal year under this system. As for the disposal price, to eliminate arbitrariness the price has been set at ¥4,965, which is the closing price of the Company's common stock on the Tokyo Stock Exchange Standard Market on April 22, 2026 (the business day before the date of written resolution under Article 370 of the Companies Act). This is the market share price immediately before the board resolution date, and we believe it is reasonable and does not constitute an especially favorable amount.

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