Translation

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27th August 2026

Company Name:	NIPPON GAS CO., LTD.
Name of representative:	Kunihiko Kashiwaya, Representative Director, Chief Executive Officer
Securities code:	8174 (Tokyo Stock Exchange Prime Market)
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Notice Concerning the Disposal of Treasury Stock in Connection with the Restricted Stock Unit (RSU) Plan for Employees

Nippon Gas Co., Ltd. ("NICIGAS") hereby announces that its Board of Directors meeting held on 27th August 2026 made a resolution to conduct the disposal of treasury stock under the Restricted Stock Unit (RSU Plan (hereinafter referred to as the "Plan") as outlined below.

1. Summary of the Disposal

(1)	Payment Date	24th September 2026
(2)	Type and Number of Shares to Be Disposed	12,000 shares of the Company's common stock
(3)	Disposal Price	¥2,973 per share
(4)	Total Disposal Amount	35,676,000 yen
(5)	Intended Allottees (number thereof, the number of such recipients, number of shares to be disposed of)	Employees of the NICIGAS Group 40 persons 12,000 shares
(6)	Other	NICIGAS has filed the Notification of Securities for the disposal of treasury stock pursuant to the Financial Instruments and Exchange Act.

2. Purpose and Rationale for the Disposal

At the Board of Directors meeting held on 27th July 2023, NICIGAS resolved to transition from the Restricted Stock Compensation Plan to this Plan. Under this Plan, eligible employees of the NICIGAS Group (excluding contract employees and part-time workers) who demonstrated outstanding performance in the previous fiscal year are granted the "right to receive company shares in three years" in the current fiscal year. The purpose of this program is to enhance NICIGAS' medium- to long-term earnings growth, drive sustainable corporate value, foster the employee's motivation to remain with the NICIGAS Group, and further promote value sharing with its shareholders. The disposal of treasury stock is intended to deliver NICIGAS' shares to employees who were granted RSUs in the FY 2023.

Overview of the Plan

(1) Overview of RSUs and Maximum Number of Shares to Be Delivered

Under this Plan, NICIGAS will deliver shares of its common stock to eligible individuals after the expiration of a predetermined period (hereinafter referred to as the "Vesting Period"), subject to conditions including that they remain employed or hold positions within the NICIGAS Group throughout the Vesting Period. The upper limit of NICIGAS' shares to be allotted per fiscal year under this Plan shall be 30,000 shares. In cases where the total number of issued shares of the Company increases or decreases due to a share consolidation or share split, the number of shares to be delivered and the upper limit stated above will be adjusted in proportion to such ratio.

(2) Method and Timing of Delivery of the Company's Shares

NICIGAS has set a three-year Vesting Period from the date of granting RSUs, and requires the recipient to remain an employee, etc., of NICIGAS' Group as of the vesting date to fully acquire the rights. Based on a resolution of the Board of Directors adopted within two months after the expiration of the Vesting Period, monetary compensation claims will be granted to eligible persons, and the shares will be disposed of in exchange for the contribution in kind of such monetary compensation claims.

The payment amount per share for the disposed stock will be based on the closing price of NICIGAS' common stock on the Tokyo Stock Exchange on the business day immediately prior to the board resolution (or, if no transaction is concluded on that day, the closing price on the most recent preceding trading day), ensuring the price is not particularly favorable to the recipients.

(3) Treatment in the Event of a Corporate Reorganization or Other Circumstances

In cases where a merger agreement under which NICIGAS becomes the absorbed company, a share exchange agreement or share transfer plan under which the Company becomes a wholly-owned subsidiary, or any other matter concerning to organizational restructuring is approved at its General Meeting of Shareholders, or upon the occurrence of other events determined by NICIGAS, it will deliver a reasonably determined number of Company shares, cash, shares of another company, or other consideration as determined by NICIGAS.

3. Basis for Calculation of the Payment Amount and Relevant Details

The disposal of treasury stock is conducted by contributing monetary claims granted to the intended allottees as the contribution assets. The disposal price is set at 2,973 yen, which is the closing price of NICIGAS' common stock on the Tokyo Stock Exchange on 26th August 2026 (the business day immediately preceding the Board of Directors' resolution date), to ensure an objective and non-arbitrary price. This represents the market share price immediately prior to the Board of Directors' resolution date. In the absence of any special circumstances indicating that the most recent share price cannot be relied upon, NICIGAS believes this to be a reasonable price that appropriately reflects NICIGAS' corporate value and does not constitute a price particularly favorable to the eligible employees.