



September 26, 2025

Company Name: PERSOL HOLDINGS CO., LTD.
Representative: Takao Wada
Representative Director, President and CEO
(Security code:2181; TSE Prime Market)
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Notification of Payment Completion with Regard to Disposal of Treasury Shares as Restricted Stock Compensation

PERSOL HOLDINGS CO., LTD. (the "Company") notify that payment has completed today as follows with regard to the disposal of treasury shares as restricted stock compensation which the Company resolved in the Board of Directors meeting held on the 13th of May 2025. For details on this matter, please refer to "Notification of Disposal of Treasury Shares as Restricted Stock Compensation" dated May 13, 2025.

Outline of the disposal of treasury shares

(1) Disposal date	September 26, 2025	
(2) Type & number of shares to be disposed of	12,066,054 PERSOL HOLDINGS ordinary shares	
(3) Disposal price	JPY 268 per share	
(4) Total disposal amount	JPY 3,233,702,472	
(5) Disposal recipient	PERSOL HOLDINGS management level employees:	277 persons 1,033,487 shares
	Directors, auditors and management-level employees of subsidiaries in Japan :	2,957 persons 11,032,567 shares

Note: The resolved number of shares to be disposed of in the Board of Directors meeting on May 13, 2025 was 12,636,897 shares. However, 153 persons out of the PERSOL HOLDINGS management level employees, directors, auditors and management-level employees of subsidiaries in Japan, who were disposal recipients, were deemed to have forfeited their rights, and so their treasury shares were not disposed of.