

KOSÉ Holdings Corporation

Representative Director President & Group CEO: Kazutoshi Kobayashi

Stock exchange listing: Tokyo Stock Exchange, Prime Market; Stock code: 4922

Contact: Hiroko Hanakura, General Manager of IR Department

Shingo Iwasaki, Executive General Manager of Corporate Communication Group

Tel: +81-(0) 3-3273-1511

Notice of Completion of Payment and Partial Forfeiture for Disposal of Treasury Shares as a Restricted Stock Incentive for the Employee Stock Ownership Plan

KOSÉ Holdings Corporation ("the Company") hereby announces that the payment procedures for the disposal of treasury shares as a restricted stock incentive for the Employee Stock Ownership Plan, resolved at the Board of Directors meeting held on March 28, 2025, were completed today as detailed below.

The number of shares to be disposed of and the total amount of disposal originally planned have been revised due to partial forfeiture, and notice of these revisions is also hereby provided.

Please refer to the "Notice of Disposal of Treasury Shares as Restricted Stock for Employee Stock Ownership Plan " dated March 28, 2025, for further details on this matter.

1. Outline of the Disposal of Treasury Shares (changes are underlined)

		Post-change	Pre-change
(1)	Date of disposal	January 7, 2026	January 7, 2026
(2)	Type and number of shares to be disposed of	Common stock of the Company: <u>172,110</u> shares	Common stock of the Company: <u>280,620</u> shares
(3)	Disposal value	6,415 yen per share	6,415 yen per share
(4)	Total amount of disposal	<u>1,104,085,650</u> yen	<u>1,800,177,300</u> yen
(5)	Method of disposal (Expected Allottee)	By way of third-party allotment (the KOSÉ Employee Stock Ownership Plan <u>172,110</u> share)	By way of third-party allotment (the KOSÉ Employee Stock Ownership Plan <u>280,620</u> share)

2. Reason for changes

The changes in the number of shares to be disposed of and the total amount of disposal resulted from confirmation of the number of members who agreed to the Restricted Stock Incentive Plan for the Employee Stock Ownership Plan.