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January 23, 2026

Company Name: Wakita & Co., LTD.
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(Code number: 8125, Tokyo Stock Exchange Prime Market)
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Notice Concerning Disposal of Treasury Shares as Restricted Stock For Employees of the Company's Subsidiaries

Wakita & Co., LTD. (the "Company") hereby announces that it resolved, at a meeting of the Board of Directors held today, to dispose of treasury shares as restricted stock (the "Disposal of Treasury Shares") as described below.

1. Overview of Disposal

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| (1) Payment date | February 16, 2026 |
| (2) Class and number of shares for disposal | 198,000 common shares of the Company |
| (3) Disposal price | ¥2,026 per share |
| (4) Total disposal amount | ¥401,148,000 |
| (5) Allotees, the number thereof, and the number of shares to be allotted | Employees of the Company's subsidiaries who satisfy specified vesting conditions 990 persons, 198,000 shares |
| (6) Other matters | Regarding the Treasury Share Disposal, an Extraordinary Report shall be submitted. |

2. Purpose and reason for the Disposal of Treasury Shares

At the meeting of the Board of Directors held on September 26, 2025, the Company resolved to introduce a restricted stock plan (the "Plan") for employees of the Company's subsidiaries who satisfy specified vesting conditions (the "Allotees"), with the aim of providing incentive to enhance the Company's sustainable corporate value, as well as further promoting the sharing of value between employees of the Company's subsidiaries and the Company's shareholders.

Now, at this time, taking into consideration the purpose of the Plan, the Company's business performance, and various circumstances, the Company has resolved to conduct the Disposal of Treasury Shares in favor of the Allotees, using as an in-kind contribution the aggregate amount of monetary claims granted to the Allotees pursuant to resolutions of the boards of directors of the Company's subsidiaries in the amount of ¥401,148,000. Also, in order to achieve the purpose intended by the introduction of the Plan, which is to provide an incentive to achieve the sustained enhancement of corporate value and the sharing of value with shareholders, as described in 3. below, a certain transfer restriction period shall be set for the shares to be allotted. Upon allotting such shares, the Company and the employees of its subsidiaries shall enter into a restricted stock allotment agreement stipulating the transfer restriction period and other necessary matters.

3. Overview of the restricted stock allotment agreement

The Company and each Allotee will enter into a restricted stock allotment agreement ("Allotment Agreement"), an overview of which is as follows.

(1) Transfer restriction period

The transfer restriction period shall be from February 16, 2026 until March 9, 2029, and during this period, the Allottee shall not transfer, create security interest in, or otherwise dispose of the common shares of the Company that have been allotted (the “Allotted Shares”).

(2) Removal of the transfer restrictions

If Allottees remain continuously employed by the Company or its subsidiaries and residents of Japan during the transfer restriction period, the transfer restrictions on the Allotted Shares may be removed upon expiration of the transfer restriction period.

(3) Acquisition of the Allotted Shares without compensation

- ① The Company shall automatically acquire without compensation the Allotted Shares for which transfer restrictions have not been removed pursuant to the provisions of (2) above at the time when the transfer restriction period expires.
- ② The Company will automatically and immediately acquire all of the Allotted Shares for no consideration if the relevant Allottee falls under any of the following cases during the transfer restriction period.
 - (a) If the Allottee has been sentenced to imprisonment or more serious punishment;
 - (b) If a filing for the commencement of bankruptcy proceedings, civil rehabilitation proceedings, or other similar proceedings has been made concerning the Allottee;
 - (c) If the Allottee receives a petition for attachment, provisional attachment, provisional disposition, compulsory execution, or receives a disposition for delinquent public taxes and duties; or
 - (d) If the Allottee ceases to be employed by the Company and its subsidiaries (or cannot remain continuously employed by the Company and its subsidiaries), is no longer a resident of Japan, or dies.
- ③ The Company will automatically acquire all of the Allotted Shares for no consideration upon the delivery of a written notification to the Allottee, if the relevant Allottee falls under any of the following cases during the transfer restriction period.
 - (a) If the General Affairs Manager of the Company determines that the Allottee is engaged in business activities that compete with the Company and its subsidiaries, or has assumed a position as an officer or employee of a competing corporation or other organization (except when prior written consent has been obtained from the Company); or
 - (b) If the General Affairs Manager of the Company determines that the Allottee has materially violated laws and regulations, the internal regulations of the Company and its subsidiaries, or the Allotment Agreement, or in any other case where the General Affairs Manager determines that it is appropriate for the Company to acquire all of the Allotted Shares for no consideration.

(4) Management of shares

To ensure that the Allotted Shares cannot be transferred, used as security interest, or otherwise disposed of during the transfer restriction period, the Allottee shall open a dedicated account with a securities company designated by the Company, where the shares will be managed. The securities company is planned to be Daiwa Securities Co. Ltd.

(5) Handling in the event of organizational restructuring etc.

Notwithstanding the provisions of (1) above, if during the transfer restriction period (i) a merger agreement in which the Company is to become an absorbed company, (ii) a share exchange agreement or share transfer plan in which the Company is to become a wholly owned subsidiary, or (iii) other matter related to organizational restructuring etc., is approved by the Company’s General Meeting of Shareholders (or by the Company’s Board of Directors in cases where approval by the Company’s General Meeting of Shareholders is not required for the organizational restructuring, etc.) then, prior to the effective date of the organizational restructuring etc., the transfer restrictions will be removed on a reasonably determined number of the Allotted Shares determined based on the period from the start date of the transfer restriction period to the effective date of the organizational restructuring etc. In addition, in this case, the Company will automatically acquire without compensation the Allotted Shares for which the transfer restrictions have not been removed as of the time immediately after the transfer restriction is removed.

4. Basis of calculation and specific details of the paid-in amount

The disposal price of the Disposal of Treasury Shares to the scheduled Allottees is set at ¥2,026, the closing price on the business day immediately prior to the date of the Board of Directors’ resolution (January 22, 2026), in order to eliminate arbitrariness in pricing. The Company believes that the disposal price of the Disposal of Treasury Shares is not particularly advantageous to the scheduled Allottees and is reasonable.