



January 30, 2026

To whom it may concern:

Company name: Shinnihonseiyaku Co., Ltd.
Representative name: Takahiro Goto, President & Representative
Director of the Board and Chief Executive
Officer
(Securities Code: 4931, TSE Prime)
Contact: Mitsuyoshi Fukuhara, Senior Managing
Director of the Board and Chief Operating
Officer
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Notice Concerning the Completion of Payment for the Disposal of Treasury Shares as Stock
Compensation for Employees

Shinnihonseiyaku Co., Ltd. (the “Company”) announces that the payment procedures were completed on January 30, 2026 as follows for the disposal of treasury shares as stock compensation for its employees, resolved at the Board of Directors meeting, held on December 17, 2025.

For details, please refer to “Notice Concerning the Disposal of Treasury Shares as Stock Compensation for Directors of the Board” dated December 17, 2025.

1. Outline of the disposal

(1) Disposal of treasury shares as retirement benefit stock compensation

- a. Disposal date: January 30, 2026
- b. Class and number of shares to be disposed of: 3,155 shares of the Company’s common stock
- c. Disposal price: 1,992 yen per share
- d. Total value of the disposal price: 6,284,760 yen
- e. Method of performance of contribution: By way of in-kind contribution of the monetary claims
- f. Allottees of shares, the number thereof, and the number of shares to be allotted: 3,155 shares for 31 employees

(2) Disposal of treasury shares as performance-based stock compensation

- a. Disposal date: January 30, 2026
- b. Class and number of shares to be disposed of: 9,891 shares of the Company’s common stock
- c. Disposal price: 1,992 yen per share
- d. Total value of the disposal price: 19,702,872 yen
- e. Method of performance of contribution: By way of in-kind contribution of the monetary claims
- f. Allottees of shares, the number thereof, and the number of shares to be allotted: 9,891 shares for 28 employees