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March 16, 2026

Company name:	SHIMAMURA Co.,Ltd. (Securities code: 8227; Tokyo Stock Exchange (Prime Market))
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Notice Concerning Disposal of Treasury Shares as Restricted Share-based Remuneration

SHIMAMURA Co.,Ltd. (the "Company") hereby announces that, at a meeting of its Board of Directors held today, it resolved to conduct a disposal of treasury shares as restricted share-based remuneration (the "Disposal of Treasury Shares"). Details are as follows.

1. Summary of disposal

(1) Payment date	April 1, 2026
(2) Class and number of shares to be disposed	20,700 shares of the common shares of the Company
(3) Disposal price	¥3,520 per share
(4) Total value of shares to be disposed	¥72,864,000
(5) Scheduled recipients of disposal	Executive Officers of the Company: 15 persons, 20,700 shares
(6) Other issues	With respect to the Disposal of Treasury Shares, the Company has filed a written notice of securities in accordance with the Financial Instruments and Exchange Act.

2. Purpose and reason for disposal

At the Board of Directors meeting held on May 14, 2021, the Company resolved to introduce a share-based remuneration plan (the "Plan") to deliver restricted shares to the Company's Executive Officers to enhance the awareness and motivation of each Executive Officer toward medium- to long-term performance improvement, thereby promoting management from a shareholder's perspective and ultimately enhancing corporate value over the medium to long term.
In the Company, all Directors, except for outside Directors, also serve as Executive Officers.

At the meeting of its Board of Directors held today, the Company resolved to allot 20,700 common shares of the Company as specified restricted shares by paying a total amount of monetary remuneration claims of 72,864,000 yen as restricted share-based remuneration relating to the Company's 74th fiscal year (February 21, 2026 to February 20, 2027) to the planned allottees, namely 15 Executive Officers of the Company (the "Allottees") and having the Allottees provide the full amount of those monetary remuneration claims through the method of contribution in kind. The amount of monetary remuneration claims for each Allottee is determined after comprehensively considering general matters such as the level of contribution of each Allottee at the Company. In addition, such monetary remuneration claims will be paid subject to the condition that each Allottee enters into a restricted share allotment agreement (the "Allotment Agreement") that, in general terms, includes the following matters with the Company.

3. Outline of the Allotment Agreement

1) Restriction period

During the period from April 1, 2026 to the date of the Allottee's resignation as an Executive Officer of the Company

During the transfer restricted period set forth above (the "Restricted Period"), the Allottee shall be prohibited, with respect to the shares allotted thereto (the "Allotted Shares"), from transferring, creating a pledge, creating mortgage by transfer, making an inter vivos gift, making bequest or acting in any other way to dispose of them to a third party (the "Transfer Restriction").

2) Acquisition of restricted shares with no compensation

In the case where an Allottee resigns from his/her position as an Executive Officer of the Company during the period from the beginning of the Restriction Period to the day prior to the date of the first subsequent fiscal year-end of the Company, the Company shall automatically acquire the Allotted Shares at such resignation with no compensation except in the case where the Board of Directors of the Company recognizes there is any justifiable reason.

If there are any Allotted Shares on which the Transfer Restriction has not been lifted pursuant to the provisions of the grounds for lifting of Transfer Restriction set forth in 3) as at the expiration of the Restricted Period (the "Date of Expiration"), the Company shall automatically acquire such Allotted Shares with no compensation as of the time immediately following the Date of Expiration.

3) Lifting of Transfer Restriction

The Company shall lift the Transfer Restriction of all of the Allotted Shares held by the Allottee upon the Date of Expiration, on condition that the Allottee has remained in the continuous service as an Executive Officer of the Company during the period from the beginning of Restricted Period throughout the date of the first subsequent fiscal year-end of the Company. However, if, due to grounds deemed justifiable by the Board of Directors, an Allottee resigns from his/her position as an Executive Officer of the Company during the period from the beginning of the Restricted Period to the day prior to the date of the first subsequent fiscal year-end of the Company, the Company shall lift the Transfer Restriction on the Allotted Shares immediately following said resignation for the proportion of the Allotted Shares equal to the number of the Allotted Shares held at that time multiplied by the number obtained by dividing the number of months from March 2026 until the month the Allottee resigned as an Executive Officer of the Company by 12 (should the calculation result in a fractional share, this shall be rounded down).

4) Provisions concerning the management of shares

The Allottee shall open an account with SMBC Nikko Securities Inc. to enter or record the Allotted Shares in a manner designated by the Company, and shall keep and maintain the Allotted Shares in such account until the Transfer Restriction is lifted.

5) Treatment during reorganization, etc.

In the case where a merger agreement under which the Company will be an absorbed company, or a share exchange agreement or a share transfer plan under which the Company will become a wholly owned subsidiary of another company, or any other matter related to reorganization, etc. is approved at the General Meeting of Shareholders of the Company (or at the meeting of the Board of Directors of the Company when such reorganization, etc. does not require an approval of the General Meeting of Shareholders) during the Restricted Period (limited to the cases that the effective date of such reorganization, etc. falls prior to the Date of Expiration) (the "Time of Approval for Reorganization, etc."), and where such reorganization, etc. results in resignation of an Allottee from his/her position as an Executive Officer of the Company, then the Company shall, based on a resolution of the Board of Directors of the Company, lift the Transfer Restriction on the Allotted Shares as of the business day immediately preceding the effective date of the reorganization, etc., for a proportion equal to the number of the Allotted Shares held at the time of the approval multiplied by the number obtained by dividing the number of months from March 2026 to the month containing the date of said approval of the proposal by 12 (if said number obtained is larger than 1, it is taken as 1) (however, should the calculation result in a fractional share, this shall be rounded down).

Further, at the Time of Approval for Reorganization, etc., the Company shall automatically acquire all of Allotted Shares for which the Transfer Restriction has not been lifted as at the business day immediately prior to the effective date of relevant reorganization, etc., on the same day with no compensation.

4. Basis for calculation of pay-in amount and specific details thereof

To avoid arbitrary pricing, the disposal value for the Disposal of Treasury Shares is taken as the closing price of the Company's common share on the Tokyo Stock Exchange on March 13, 2026 (the business day immediately preceding the date of the Company's Board of Directors resolution), which is 3,520 yen. This is the market price of the shares immediately before the date of the Company's Board of Directors resolution and is considered to be rational and does not constitute a particularly favorable price.

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