



May 11, 2026

To whom it may concern:

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Notice Concerning the Disposition of Treasury Shares Pursuant to the Introduction of a Stock-Grant Plan

NICHIAS Corporation (the “Company”) hereby announces that it has resolved, at the meeting of its Board of Directors held on May 11, 2026, on the disposition of treasury shares pursuant to the introduction of a stock-grant plan (the “Disposition of Treasury Shares”), as described below.

1. Overview of the disposition

(1) Timing of the disposition	May 28, 2026
(2) Class and number of shares subject to disposition	156,080 shares of common stock
(3) Disposition value	3,179 yen per share
(4) Total value of disposition	496,178,320 yen
(5) Planned recipient	The Master Trust Bank of Japan, Ltd. (Share Grant ESPO Trust Account)
(6) Other matters	The Company has submitted an extraordinary report under the Financial Instruments and Exchange Act regarding the Disposition of Treasury Shares.

2. Purpose and reason for the disposition

The Company, at the meeting of its Board of Directors held on March 23, 2026, and May 11, 2026, has resolved the introduction of a stock-grant plan using a share grant ESOP Trust (“ESOP Trust”) for employees of the Company, its subsidiaries, and other affiliated companies (excluding non-residents; “Eligible Employees”) to express appreciation for employees’ efforts and support and to foster a sense of belonging, encourage engagement in management, and enhance awareness of contributing to medium- to long-term performance and corporate value. Please refer to “Notice Concerning a Decision on the Details of a Stock-Grant Plan for Employees of the Company, its Subsidiaries, and Other Affiliated Companies,” announced on May 11, 2026, for an overview of the ESOP Trust.

Through the Disposition of Treasury Shares, the Company will dispose of treasury shares to The Master Trust Bank of Japan, Ltd. (Stock Grant ESOP Trust Account), which is a joint trustee under the Stock Grant ESOP Trust Agreement (hereinafter referred to as the “Trust Agreement;” the trust established based on the Trust Agreement is referred to as the “Trust”) concluded between the Company and Mitsubishi UFJ Trust and Banking Corporation, in connection with the introduction of the ESOP Trust.

The number of shares subject to disposition is the number of shares expected to be granted to the Eligible Employees

during the trust period based on the stock grant rules. The disposition will result in a dilution equivalent to 0.08% of the total number of issued shares (0.08% of total voting rights, 629,016 units as of March 31, 2026; all figures are rounded to the nearest third decimal place). (The Company conducted a 3-for-1 share split of common stock on April 1, 2026; the extent of dilution and the percentage of total voting rights have been calculated taking the stock split into account.)

The shares of the Company allotted through the Disposition of Treasury Shares will be delivered to the Eligible Employees in accordance with the stock grant rules. The shares delivered in the Disposition of Treasury Shares are not expected to flow into the stock market at one time; therefore, the Company believes that the impact on the stock market will be minimal, and that the number of shares subject to disposition and the scale of the resulting dilution are reasonable.

3. Basis and specific details of the calculation of disposition value

The disposition value has been set at 3,179 yen, which is the closing price of the Company's shares on the Tokyo Stock Exchange, Inc. ("TSE") on the business day immediately preceding the date of the resolution of the Board of Directors concerning the Disposition of Treasury Shares (May 8, 2026), in view of recent stock price trends and in order to eliminate any arbitrariness. The reason for adopting this value is that it is the market price immediately before the resolution by the Board of Directors and is therefore considered highly objective and reasonable as a basis for calculation.

In addition, all five Audit & Supervisory Board Members (of whom three are Outside Audit & Supervisory Board Members) have expressed the opinion that the basis for calculating the disposition value is reasonable and does not unfairly advantage any party.

4. Procedures under the Corporate Code of Conduct

The Disposition of Treasury Shares will result in a dilution rate of less than 25%, and there will be no resulting change of controlling shareholders. Therefore, it does not require the procedures for obtaining the opinion of an independent third party and confirming the intent of shareholders stipulated in Rule 432 of the Securities Listing Regulations established by the TSE.