Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail. The Company assumes no responsibility for this translation or for any direct, indirect, or other forms of damages arising therefrom.

May 15, 2026

Company name: Nikkiso Co., Ltd.
Representative: Koichi Kato,
Representative Director, President & CEO
(Code No. 6376, TSE Prime Market)
Contact: Masaharu Murakami,
Director, Executive Officer, Head of Corporate Unit
(Tel. +81-3-3443-3717)

Notice Regarding Disposal of Treasury Shares in Connection with the Employee Stock Benefit Trust (J-ESOP)

Nikkiso Co., Ltd. (the "Company") hereby announces that, at the meeting of the Board of Directors held today, it resolved to dispose of its treasury shares (the "Disposal of Treasury Shares") in connection with the introduction of the Employee Stock Benefit Trust (J-ESOP) (the "Plan"), which was announced on February 13, 2026, as follows.

1. Overview of the Disposal

(1) Disposal date	June 1, 2026
(2) Class and number of shares to be disposed of	190,974 shares of the common stock of the Company
(3) Disposal price	¥2,682 per share
(4) Total disposal amount	¥512,192,268.
(5) Proposed allottee	Custody Bank of Japan, Ltd. (Trust Account E)
(6) Other	A temporary report will be filed pursuant to the Financial Instruments and Exchange Act in connection with the Disposal of Treasury Shares.

Note:
The proposed allottee, Custody Bank of Japan, Ltd. (Trust Account E), is a trust account established based on a trust agreement (the "Trust Agreement") entered into between the Company as settlor and Mizuho Trust & Banking Co., Ltd. as trustee (with Custody Bank of Japan, Ltd. acting as sub-trustee).
The Disposal of Treasury Shares is conducted for the purpose of delivering the Company's shares to employees of the Company and directors and employees of its domestic subsidiaries (collectively, the "Eligible Employees") under the Plan, and is substantially equivalent to granting shares to Eligible Employees as consideration for services rendered.

2. Purpose and Reasons for the Disposal

As announced on February 13, 2026, the Company has introduced the Plan.
Under the Plan, the trust established pursuant to the Trust Agreement (the "Trust") will acquire and hold the Company's shares, and subsequently deliver such shares to Eligible Employees in accordance with the stock grant rules.

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail. The Company assumes no responsibility for this translation or for any direct, indirect, or other forms of damages arising therefrom.

Accordingly, the Company will dispose of its treasury shares to Custody Bank of Japan, Ltd. (Trust Account E), which acts as the sub-trustee of the Trust.
The number of shares to be disposed of corresponds to the number of shares expected to be granted to Eligible Employees during the trust period in accordance with the stock grant rules established by the Company and its domestic subsidiaries (covering the three fiscal years from the fiscal year ending December 31, 2026 to the fiscal year ending December 31, 2028).
This represents 0.28% of the total number of issued shares (69,175,664 shares as of March 31, 2026) and 0.29% of the total number of voting rights (651,798 voting rights as of March 31, 2026) (both percentages rounded to two decimal places).
In light of the purpose of the Plan, the Company considers the level of dilution resulting from the Disposal of Treasury Shares to be reasonable.

3. Overview of the Trust

(1) Name: Employee Stock Benefit Trust (J-ESOP)
(2) Settlor: The Company
(3) Trustee: Mizuho Trust & Banking Co., Ltd. (Sub-trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries: Eligible Employees who satisfy the beneficiary requirements set forth in the stock grant rules
(5) Trust administrator: A person selected from among the employees of the Company
(6) Type of trust: Money held in trust (third-party benefit trust)
(7) Purpose of the trust: To deliver the Company's shares and cash equivalent to the market value thereof to beneficiaries in accordance with the stock grant rules
(8) Execution date of the Trust Agreement: June 1, 2026
(9) Date of contribution of funds: June 1, 2026
(10) Trust period: From June 1, 2026 until the termination of the Trust (No fixed termination date is specified, and the Trust will continue as long as the Plan remains in effect.)

4. Basis for Calculation of the Disposal Price and Specific Details

The disposal price is set at the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately preceding the date of the resolution of the Board of Directors regarding the Disposal of Treasury Shares (¥2,682).
The Company has determined that using this price is reasonable, as it appropriately reflects the Company's fair corporate value in the stock market.