June 23, 2026

To whom it may concern:

NIHON TRIM CO., LTD.
Representative: Shinkatsu Morisawa, Chairman & CEO
(Securities code: 6788, Prime Market of the Tokyo Stock Exchange)
Inquiries:
Yasuhiro Daikoku, Senior Managing Executive Officer and General Manager of Administration Division
(Tel: +81-(0) 6-6456-4600)

Notice Regarding Disposal of Treasury Shares as Restricted Stock Compensation

NIHON TRIM CO., LTD. (the "Company") hereby announces that at the Board of Directors meeting held today, a resolution was passed to dispose of treasury shares as restricted stock compensation (the "Disposal of Treasury Shares"), as described below.

1. Overview of the disposal

(1) Payment date	July 10, 2026
(2) Class and number of shares to be disposed of	1,305 shares of common stock of the Company
(3) Disposal price	4,530 yen per share
(4) Total disposal amount	5,911,650 yen
(5) Planned recipients of disposal	4 Directors* of the Company, 1,305 shares * Excluding Outside Directors

2. Purpose and reason for the disposal

At the 44th Annual General Meeting of Shareholders of the Company held on June 23, 2026, shareholders approved the introduction of a stock compensation plan (the "Plan") under which restricted stock is granted to the Company's Directors (excluding Outside Directors; the "Eligible Directors") for the purpose of enabling the Eligible Directors to share the benefits and risks of share price fluctuations with shareholders and to further increase their motivation to contribute to an increase in the share price and the enhancement of corporate value; and, under the Plan, the establishment of the total amount of monetary compensation claims to be paid as compensation, etc. concerning restricted stock for the Eligible Directors at no more than 20 million yen per year, the maximum total number of shares of restricted stock to be allotted to the Eligible Directors in each fiscal year at 5,000 shares, and the transfer restriction period for the restricted stock as the period from the delivery date of the restricted stock to the date on which the Eligible Director retires from the office of Director of the Company, among other matters.

Today, by resolution of the Company's Board of Directors and by decision of the Company's Chairman & CEO following consultation with and a recommendation from the Nomination and Compensation Committee, the Company has decided to pay monetary compensation claims totaling 5,911,650 yen to four Eligible Directors who are planned allottees (the "Allottees") as restricted stock compensation for the period from the 44th Annual General Meeting of Shareholders of the Company to the 45th Annual General Meeting of Shareholders of the Company scheduled to be held in June 2027, and to allot 1,305 shares of common stock of the Company as specified restricted stock by having the Allottees make an in-kind contribution of all of such monetary compensation claims. The amount of monetary compensation claims to be paid to each Allottee has been determined based on comprehensive consideration of a range of factors such as contributions by each Allottee to the Company. In addition, because the scale of dilution resulting from the Disposal of Treasury Shares represents 0.02% (rounded to the second decimal place) of the total number of issued shares of 8,656,780 shares as of March 31, 2026 and is minor, the Company believes that the scale of dilution is reasonable in light of the purpose of the Plan. Such monetary compensation claims will be paid on the condition that each Allottee enters into a restricted stock allotment agreement with the Company that includes the following provisions in substance (the "Allotment Agreement"), among other matters.

3. Overview of the Allotment Agreement
(i) Transfer restriction period

The period from July 10, 2026 to the date on which the Allottee retires from the office of Director of the Company

During the transfer restriction period specified above (the "Transfer Restriction Period"), the Allottee may not transfer, create a pledge over, create a transfer security interest over, make an inter vivos gift of, bequeath, or otherwise dispose of the restricted stock allotted to the Allottee (the "Allotted Shares") to any third party (the "Transfer Restrictions").

(ii) Acquisition of restricted stock without consideration

If an Allottee retires from the office of Director of the Company during the period from the start date of the Transfer Restriction Period to the day immediately before the date of the first Annual General Meeting of Shareholders of the Company that is held after that start date, the Company will automatically acquire the Allotted Shares without consideration as of the time of such retirement, unless there is a reason that the Company's Board of Directors considers justifiable.

In addition, if any of the Allotted Shares remain subject to the Transfer Restrictions at the time of expiration of the Transfer Restriction Period (the "Expiration Time"), based on the grounds for release of the Transfer Restrictions set forth in (iii) below, the Company will automatically acquire such shares without consideration as of the time immediately after the Expiration Time.

(iii) Release of the Transfer Restrictions

The Company will release the Transfer Restrictions, as of the Expiration Time, with respect to all of the Allotted Shares held by the Allottee at such time, on the condition that the Allottee has continuously held the office of Director of the Company from the start date of the Transfer Restriction Period to the date of the first Annual General Meeting of Shareholders of the Company that is held after that start date. However, if the Allottee retires from the office of Director of the Company during the period from the start date of the Transfer Restriction Period to the day immediately before the date of the first Annual General Meeting of Shareholders of the Company that is held after that start date for a reason that the Company's Board of Directors considers justifiable, the Company will release the Transfer Restrictions, as of the time immediately after such retirement, with respect to the number of Allotted Shares calculated by multiplying the number obtained by dividing by 12 the number of months from July 2026 to the month that includes the date on which the Allottee retires from the office of Director of the Company by the number of Allotted Shares held by the Allottee at such time (provided that any fraction of less than one share resulting from the calculation will be rounded down).

(iv) Provisions concerning management of shares

The Allottee will complete the opening of an account with SMBC Nikko Securities Inc. in which the Allotted Shares will be stated or recorded, by the method designated by the Company, and will keep and maintain the Allotted Shares in such account until the Transfer Restrictions are released.

(v) Treatment in organizational restructuring, etc.

If, during the Transfer Restriction Period, a proposal concerning a merger agreement under which the Company will become the disappearing company, a share exchange agreement or share transfer plan under which the Company will become a wholly owned subsidiary, or any other organizational restructuring, etc. is approved at a General Meeting of Shareholders of the Company (or by the Company's Board of Directors if approval at a General Meeting of Shareholders of the Company is not required for the organizational restructuring, etc.), the Company will, by resolution of the Company's Board of Directors, release the Transfer Restrictions with respect to the number of Allotted Shares calculated by multiplying the number obtained by dividing by 12 the number of months from July 2026 to the month that includes the date of such approval (provided that if the result of the calculation exceeds 1, it will be deemed to be 1) by the number of Allotted Shares held by the Allottee as of the date of such approval (provided that any fraction of less than one share resulting from the calculation will be rounded down) as of the time immediately before the business day immediately before the effective date of the organizational restructuring, etc.

In this case, the Company will, as of the business day immediately before the effective date of the organizational restructuring, etc., automatically acquire without consideration all of the Allotted Shares for which the Transfer Restrictions have not yet been released as of that business day pursuant to the above provisions.

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

To eliminate arbitrariness in the disposal price for the Disposal of Treasury Shares, the disposal price has been set at 4,530 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange on the business day immediately before the date of resolution of the Company's Board of Directors (June 22, 2026). This is the market price immediately before the date of resolution of the Company's Board of Directors, and the Company believes that such price is reasonable and does not constitute a particularly advantageous price.