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Menicon Co., Ltd.
President and CEO: Koji Kawaura
Securities Code: 7780
TSE Prime Market, NSE Premier Market
Contact:
Hideki Koga
Senior Executive Officer,
Corporate Management, CFO
Phone: +81-52-935-1646

Announcement on the Determination of Details for Issuing Share Remuneration-Type Stock Options (Share Acquisition Rights) to Executive Officers, Directors, Employees, and Subsidiaries' Directors and Subsidiaries' Employees

Menicon Co., Ltd. (hereinafter, the "Company") hereby announces that a decision was passed today as follows on the previously undetermined items in the resolution passed at a meeting of the board of directors held on June 26, 2026, in relation to the details of issuing share acquisition rights as share remuneration-type stock options. With respect to the 37th Share Acquisition Rights, the number of eligible recipients and the number of share acquisition rights to be allotted have been reduced from the figures initially announced following a decrease of one eligible recipient.

Outline of issuance of stock options to executive officers, directors, and employees

【34th Share Acquisition Rights】

1. Recipients of share acquisition rights, number of recipients, and number of share acquisition rights to be allocated
   Executive officers: 5 persons, 207 units
   Directors: 2 persons, 54 units
   Employees: 16 persons, 185 units
2. Total number of share acquisition rights
   446 units

3. Cash payment for share acquisition rights
   Per share acquisition right: 115,800 yen
   (Per share: 1,158.00 yen)
   The recipients of allocations of share acquisition rights (hereinafter, the "Holders of Share Acquisition Rights") shall offset the obligation of this cash payment with their remuneration claims to the Company, and shall not be required to make such payment.

【35th Share Acquisition Rights】

1. Recipients of share acquisition rights, number of recipients, and number of share acquisition rights to be allocated
   Executive officers: 1 person, 65 units
   Employees: 4 persons, 37 units

2. Total number of share acquisition rights
   102 units

3. Cash payment for share acquisition rights
   Per share acquisition right:115,800 yen
   (Per share: 1,158.00 yen)
   The recipients of allocations of share acquisition rights (hereinafter, the "Holders of Share Acquisition Rights") shall offset the obligation of this cash payment with their remuneration claims to the Company, and shall not be required to make such payment.

(Reference)

・Date of resolution by the board of directors on the issuance of share acquisition rights

June 26, 2026

<u>Outline of issuance of stock options to subsidiaries' directors (domestic residents)</u>

【36th Share Acquisition Rights】

1. Recipients of share acquisition rights, number of recipients, and number of share acquisition rights to be allocated
   Subsidiaries' directors (domestic residents): 7 persons, 158 units

2. Total number of share acquisition rights
   158 units

3. Cash payment for share acquisition rights
   No cash payment is required.

(Reference)

・Date of resolution by the board of directors on submission to the annual general meeting of shareholders

May 13, 2026

・Date of resolution by the annual general meeting of shareholders

June 26, 2026

・Date of resolution by the board of directors on the issuance of share acquisition rights

June 26, 2026

Outline of issuance of stock options to subsidiaries' directors and subsidiaries' employees (nonresidents)

【37th Share Acquisition Rights】

1. Recipients of share acquisition rights, number of recipients, and number of share acquisition rights to be allocated
   Subsidiaries' directors and subsidiaries' employees (nonresidents): 15 persons, 517 units

2. Total number of share acquisition rights
   517 units

3. Cash payment for share acquisition rights
   No cash payment is required.

(Reference)

・Date of resolution by the board of directors on submission to the annual general meeting of shareholders

May 13, 2026

・Date of resolution by the annual general meeting of shareholders

June 26, 2026

・Date of resolution by the board of directors on the issuance of share acquisition rights

June 26, 2026

End