Aug 6, 2026

For Immediate Release

Company name: Relo Group, Inc.
Representative: Kenichi Nakamura
Representative Director, CEO
(Code: 8876, Prime Section of TSE)
Contact: Yasushi Kadota
Director, CFO, CIO
(Tel: +81-3-5312-8704)

Notice of Disposal of Treasury Shares as Restricted Stock Remuneration

Relo Group, Inc. (the Company) announces that a meeting of its Board of Directors held on Aug 6, 2026 resolved to dispose of treasury shares as restricted stock remuneration (the “Disposal of Treasury Shares”). Details are as follows.

1. Overview of disposal

(1) Payment date	Aug 31, 2026
(2) Class and total number of shares to be disposed of	40,200 common shares of the Company
(3) Disposal price	2,000 yen per share (Rounded up from ¥1,999.5 per share) If the closing price of the Company’s common stock (the “TSE Closing Price”) on the trading day immediately preceding August 14, 2026 (the “Terms Determination Date”) exceeds the above amount, then the disposal price will be determined based on the TSE Closing Price on the trading day immediately preceding the Terms Determination Date. The Board of Directors has designated August 14, 2026 as the date for establishing the final terms regarding the Disposal of Treasury Shares. The Company has defined this process, taking into account stock price fluctuations and other relevant factors as of August 6, 2026. *
(4) Total disposal amount	80,400,000 yen
(5) Allottees	9 employees of the Company's subsidiaries, 40,200 shares

* Method for determining the disposal price for the Disposal of Treasury Shares (rationale for establishing a specific period between the disposal resolution date and the Terms Determination Date)

If shares are sold through an allocation to specified persons, as in this Disposal of Treasury Shares, all terms are usually determined on the disposal resolution date. However, on August 6, 2026, the Company announced a share repurchase (for more details, please refer to the Notice Regarding Determination of Matters Related to Treasury Share Repurchase dated August 6, 2026) regarding the Disposal of Treasury Shares. The market’s reaction to the announcement of Share Repurchase could affect the price of the Company’s stock on or after August 6, 2026 (the disposal resolution date). If the stock price increases following the announcement, setting the terms for the Disposal of Treasury Shares without taking this increase in the stock price into account could lead to a mismatch between the disposal terms and the actual value of the treasury shares at the time of the Disposal of Treasury Shares. This discrepancy may negatively affect the interests of current shareholders. The Company therefore believes it is more appropriate to establish the terms for the Disposal of Treasury Shares after any adjustments to the stock price. This approach considers the interests of current shareholders, increasing the fairness of the disposal terms. The Company has thus established a Terms Determination Date a certain period of time after August 6, 2026 (the disposal resolution date) to ensure the terms reflect the reaction of the market. The disposal price for the Disposal of Treasury Shares will be determined based on the higher of either the TSE Closing Price on the trading day immediately preceding August 6, 2026 (the disposal resolution date) or the TSE Closing Price on the trading day immediately preceding the Terms Determination Date. As a result, there will be no changes to the disposal price for the Disposal of Treasury Shares that could be unfavorable to the Company.

2. Purpose and reason for disposal

As announced in the “Notice regarding Introduction of Restricted Stock Remuneration Plan” dated May 8, 2025, the Company resolved at a meeting of its Board of Directors held on May 8, 2025 to introduce a Restricted Stock Remuneration Plan (the “Plan”) for its directors and employees, and for the directors and employees of its subsidiaries (collectively, the “Allottees”). The purpose of the Plan is to foster a stronger sense of ownership and involvement in management and to further align the interests of the Allottees with those of shareholders through ownership of the Company’s shares, thereby contributing to the sustainable enhancement of the Company’s corporate value over the medium to long term.

Further, at meetings of the Boards of Directors of the Company and its subsidiaries held today, resolutions were adopted to grant monetary remuneration claims (the “Monetary Remuneration Claims”) to 9 employees of the Company's subsidiaries, taking into account the objectives of the Plan, the Company’s business performance and other relevant circumstances.

In addition, at a meeting of the Board of Directors of the Company held today, a resolution was adopted to dispose of 40,200 shares of the Company’s common stock by having the Allottees contribute all of the Monetary Remuneration Claims as property contributed in kind.

To ensure the achievement of the objectives of the Plan, namely the enhancement of corporate value and the alignment of interests with shareholders over the medium to long term, the transfer restriction period under the Plan will be either:

(i) ten years from the date of allotment (“Scheme A”); or

(ii) the period ending upon the resignation or retirement of the Allottee from the Company or its subsidiaries (“Scheme B”).

3. Outline of the restricted stock allotment agreement

Following the Disposal of Treasury Shares, the Company will separately sign a restricted stock allotment agreement (hereinafter “the Allotment Agreement”) with each of the Allottees. An outline of the Allotment Agreement follows.

<Scheme A>

(1) Transfer restriction period

No Allottees under Scheme A (hereinafter “Eligible Personnel”) may transfer, provide as pledge or as inter vivos gift or otherwise dispose of the Company’s common shares allotted to them (hereinafter “Shares Allotted to the Eligible Personnel”) during the period from Aug 31, 2026 (hereinafter “the Due Date of Payment”) to Aug 30, 2036 (hereinafter “the Transfer Restriction Period for Eligible Personnel”).

(2) Condition for lifting restrictions

On the condition that the Eligible Personnel remain in the post of director, executive officer or employee at the Company or any of its subsidiaries (hereinafter collectively referred to as “the Group”) throughout the Transfer Restriction Period for Eligible Personnel, the transfer restrictions shall be lifted on all Shares Allotted to the Eligible Personnel owned by the Eligible Personnel at the time of expiration of the Transfer Restriction Period for Eligible Personnel.

However, in the event where an Eligible Personnel resigns or retires for any justifiable reason or for reason of death during the Transfer Restriction Period for Eligible Personnel, the transfer restrictions shall be lifted on the number (with any fraction below 1 disregarded) of the Shares Allotted to the Eligible Personnel owned by the Eligible Personnel calculated by multiplying the value obtained by dividing by 120 the number of months from the month following the month that includes the Payment to the month including the date of the resignation or retirement (or 1 if the resulting value exceeds 1) by the number of Shares Allotted to the Eligible Personnel at the time immediately after the resignation or retirement.

(3) Reasons for acquisition without compensation
In the event that an Eligible Personnel resigns or retires from any position of director, executive officer or employee of the Group without any justifiable reason during the transfer restriction period, the Company shall automatically acquire the Shares Allotted to the Eligible Personnel owned by the Eligible Personnel without compensation.
Any remaining Shares Allotted to the Eligible Personnel on which the transfer restrictions have yet to be lifted at the time of lifting the transfer restrictions stipulated in (2) above shall be automatically acquired by the Company without compensation.

(4) Handling in the event of organizational restructuring
Notwithstanding the provision in (1) above, in the event where a merger agreement under which the Company is a disappearing company, a stock swap agreement or stock transfer plan under which the Company becomes a wholly owned company, or any other matter regarding organizational restructuring is approved by the Company's general meeting of shareholders (or by its Board of Directors if the approval of the general meeting of shareholders is not required in connection with the organizational restructuring) during the Transfer Restriction Period for Eligible Personnel, the Company shall, upon resolution of its Board of Directors, lift the transfer restrictions on the number (with any fraction below 1 disregarded) of shares calculated by multiplying the value obtained by dividing by 120 the number of months from the month following the month that includes the Due Date of Payment to the month including the date when the approval is granted (hereinafter "the Date of Approval for Organizational Restructuring") (or 1 if the resulting value exceeds 1) by the number of Shares Allotted to the Eligible Personnel owned by the Eligible Personnel on the Date of Approval for Organizational Restructuring at the time immediately before the business day before the effective date of the organizational restructuring. In this event, any remaining Shares Allotted to the Eligible Personnel on which the transfer restrictions have yet to be lifted at the time immediately after the lifting of the transfer restrictions shall be automatically acquired by the Company without compensation.

<Scheme B>
(1) Transfer restriction period
No Allottee under Scheme B (hereinafter "Eligible Employee") may transfer, provide as pledge or as an inter vivos gift or otherwise dispose of the Company's common shares allotted to him or her (hereinafter "Shares Allotted to the Eligible Employee") during the period from the Due Date of Payment to either the date of resignation or retirement from any position of director, executive officer or employee of the Group or the date of submission of the Company's annual securities report for the business year including the Due Date of Payment (or the Company's semiannual securities report if the Due Date of Payment falls within six months from the beginning of the Company's business year), whichever is later (hereinafter "the Transfer Restriction Period for Eligible Employees").

(2) Condition for lifting restrictions
On the condition that the Eligible Employee remains in the post of director, executive officer or employee at the Group throughout the period from the Due Date of Payment to Aug 30, 2036, the transfer restrictions shall be lifted on all the Shares Allotted to the Eligible Employee at the time of expiration of the Transfer Restriction Period for Eligible Employees. In the event where an Eligible Employee resigns or retires for any justifiable reason or for

reason of death on or before Aug 30, 2036, the transfer restrictions shall be lifted on the number (with any fraction below 1 disregarded) of the Shares Allotted to the Eligible Employee owned by the Eligible Employee calculated by multiplying the value obtained by dividing by 120 the number of months from the month following the month that includes the Payment to the month including the date of the resignation or retirement (or 1 if the resulting value exceeds 1) by the number of Shares Allotted to the Eligible Employee at the time immediately after the resignation or retirement.

(3) Reasons for acquisition without compensation
Any remaining Shares Allotted to the Eligible Employee on which the transfer restrictions have yet to be lifted at the time of lifting the transfer restrictions stipulated in (2) above shall be automatically acquired by the Company without compensation.

(4) Handling in the event of organizational restructuring
Notwithstanding the provision in (1) above, in the event that a merger agreement under which the Company is a disappearing company, a stock swap agreement or stock transfer plan under which the Company becomes a wholly owned company, or any other matter regarding organizational restructuring is approved by the Company's general meeting of shareholders (or by its Board of Directors if approval of the general meeting of shareholders is not required in connection with the organizational restructuring) during the Transfer Restriction Period for Eligible Employees, the Company shall, upon resolution of its Board of Directors, lift transfer restrictions on the number (with any fraction below 1 disregarded) of shares calculated by multiplying the value obtained by dividing by 120 the number of months from the month after the month including the Due Date of Payment to the month including the date when the approval is granted (hereinafter "the Date of Approval for Organizational Restructuring") by the number of Shares Allotted to the Eligible Employee owned by the Eligible Employee on the Date of Approval for Organizational Restructuring at the time immediately prior to the business day before the effective date of the organizational restructuring. In this event, if there are any Shares Allotted to the Eligible Employee on which the transfer restrictions have yet to be lifted at the time immediately after the lifting of the transfer restrictions, the Company shall automatically acquire them without compensation.

4. Management of shares
The Allottees shall each open a dedicated account with the securities company designated by the Company in which the allotted shares will be registered or recorded in the manner designated by the Company and shall store and maintain all the allotted shares in their dedicated account until the transfer restrictions on them are lifted.

5. Basis and details of calculation of the amount to be paid
The disposal price for the Disposal of Treasury Shares shall be determined as described in "* Method for Determining the Disposal Price of the Treasury Shares (Rationale for Establishing a Period between the Resolution Date and the Terms Determination Date)" under "1. Overview of Disposal." From the perspective of protecting the interests of existing shareholders and eliminating arbitrariness, the disposal price shall be the higher of (i) ¥2,000, being the TSE Closing Price on August 5, 2026, the trading day immediately preceding the Board resolution date, and (ii) the TSE Closing Price on August 13, 2026, the trading day immediately preceding the Terms Determination Date, rounded up to the nearest yen.
The Company believes that this method of determining the disposal price is reasonable in light of the interests of existing shareholders and does not constitute a particularly favorable price for the Allottees.