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FASF MEMBERSHIP

August 5, 2026

To Whom It May Concern:

Company name: ZENKOKU HOSHO Co., Ltd.
Representative: Yuichi Aoki, President & Representative Director
(Code Number: 7164, Prime Market of the Tokyo Stock Exchange）
Contact: Ko Mizuguchi, Director and General Manager, Corporate Planning Division
(Phone) +81-3-3270-2302

# Notice Concerning Decision on the Acquisition of Shares Under Performance-based Stock Compensation Plan

ZENKOKU HOSHO Co., Ltd. (the “Company”) hereby announces that it was resolved, at the 46th Annual General Meeting of Shareholders held on June 19, 2026, to approve the continuation of the performance-based stock compensation plan for Directors (excluding Outside Directors; the same applies hereinafter) of the Company (hereinafter, referred to as the “Plan”; the trust which has been established in order to implement the Plan is hereinafter referred to as the “Trust”) with the applicable period of the Plan changed to a period of up to five years from the present applicable period of up to three years. Further, at a meeting of the Board of Directors held today (August 5, 2026), it was also resolved to allocate additional funds to the Trust so that the trustee under the Trust can acquire additional shares of the Company. Details of both these matters are presented below.

Please refer to “Notice Concerning the Introduction of a Performance-based Stock Compensation Plan for Directors,” dated May 17, 2021 and “Notice of Convocation of the 46th Annual General Meeting of Shareholders (Proposal No. 3)” for an outline of the Plan.

1. Outline of the Trust

| | | |
|---|---|---|
| (1) | Name | Board Benefit Trust |
| (2) | Settlor | The Company |
| (3) | Trustee | Sumitomo Mitsui Trust Bank, Limited<br>(Re-trustee: Custody Bank of Japan, Ltd.) |
| (4) | Beneficiaries | Directors who satisfy beneficiary requirements |
| (5) | Trust administrator | A third-party independent of the Company and its officers |

| | | |
|---|---|---|
| (6) | Exercise of voting rights | Voting rights pertaining to Company shares held under the Trust shall not be exercised during the trust period. |
| (7) | Type of trust | A trust of money other than a money trust (a trust for the benefit of a third party) |
| (8) | Date of trust agreement | August 23, 2021 |
| (9) | Date of allocation of additional trust funds | August 19, 2026 (scheduled) |
| (10) | Date of trust termination (after the continuation) | August 31, 2031 (scheduled) |

2. Matters concerning acquisition of additional Company shares by the Trustee under the Trust

| | | |
|---|---|---|
| (1) | Class of shares to be acquired | Common shares |
| (2) | Total value of shares to be acquired | ¥299,000,000 (upper limit) |
| (3) | Total number of shares to be acquired | 107,300 shares (upper limit) |
| (4) | Share acquisition method | Acquisition by trade on trading markets (including off-floor trading) |
| (5) | Share acquisition period | August 19, 2026 (Wed.) to August 31, 2026 (Mon.) (scheduled) |