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## **Notice Regarding Disposal of Own Shares as Restricted Stock Compensation**

MEITO CO., LTD. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held today, to dispose of its own shares (hereinafter the “Disposal of Own Shares” or “Disposal”) as described below.

### 1. Overview of Disposal

(1) Disposal date	July 24, 2026
(2) Class and number of shares to be disposed of	7,929 shares of common stock of the Company
(3) Disposal price	3,185 yen per share
(4) Total value of Disposal	25,253,865 yen
(5) Grantees of shares and number thereof; number of shares to be granted	Directors of the Company (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors): 4 persons, 1,254 shares Executive Officers of the Company who do not concurrently serve as Directors: 3 persons, 375 shares Employees of the Company: 67 persons, 5,658 shares Directors of the Company’s subsidiaries: 4 persons, 376 shares Executive Officers of the Company’s subsidiaries who do not concurrently serve as Directors: 2 persons, 188 shares Full-time counselor of the Company’s subsidiary: 1 person, 78 shares
(6) Other	No securities notice has been submitted for Disposal of Own Shares as it satisfies the special requirements for the granting of restricted stock compensation.

## 2. Purpose and Reason for Disposal

The Company has introduced a restricted stock compensation plan (hereinafter “the Plan”) as a new compensation plan for the Company’s Directors (excluding Directors who are Audit and Supervisory Committee Members and Outside Directors; hereinafter the “Eligible Directors”), Executive Officers not concurrently serving as Directors, and employees as well as the Company’s subsidiaries’ Directors and Executive Officers not concurrently serving as Directors (collectively with the Eligible Directors, hereinafter the “Eligible Directors, etc.”) in order to provide the Eligible Directors, etc. with an incentive to sustainably increase the Company’s corporate value and further promote the sharing of value with the shareholders.

In regard to the Plan, at the 80th Annual General Meeting of Shareholders held on June 28, 2022, the Company obtained approval to grant monetary claims of up to 20 million yen per year to the Eligible Directors as compensation to be used as the property contributed to acquire the shares with restrictions on transfer (hereinafter the “Restricted Stock Compensation”), to issue or dispose of up to 15,000 shares of common stock of the Company per year, and to set the transfer restriction period for such shares as the period from the day on which the Company’s common stock is allotted under a restricted stock allotment agreement, to be concluded between the Company and an Eligible Director, until the time immediately following resignation or retirement from any position of the Company or its subsidiary designated by the Company’s Board of Directors.

The outline of the Plan is as described below.

### [Outline of Plan]

The Eligible Directors, etc. will pay in all monetary claims granted by the Company under the Plan, in the form of property contributed in kind, and receive common stock of the Company through issuance or disposal. The paid-in amount per share will be determined by the Board of Directors within a scope in which the amount is not particularly favorable to the Eligible Directors, etc. who accept such common stock. Such an amount will be based on the closing price of common stock of the Company on the Tokyo Stock Exchange on the business day preceding each date of the resolution of the Board of Directors (or, if there is no trade on such day, the closing price on the immediately preceding day on which there is any trade).

In addition, when the Company’s common stock is issued or disposed of under the Plan, a restricted stock allotment agreement will be concluded between the Company and each of the Eligible Directors, etc. Such agreement will include the following provisions: i) the Eligible Directors, etc. shall not transfer, create a security interest on, or otherwise dispose of the Company’s common stock allotted under the restricted stock allotment agreement, for a certain period of time; and ii) if certain circumstances have arisen, the Company shall acquire such common stock without consideration.

On this occasion, through consultation with the Nomination and Compensation Committee and in consideration of the purpose of the Plan, the state of the Company’s business, the scope of responsibilities of each of the Eligible Directors, etc., and various other circumstances, the Company has decided to grant the Eligible Directors, etc. monetary claims totaling 25,253,865 yen (hereinafter the “Monetary Claims”) and 7,929 shares of common stock with the aim of further enhancing the motivation of the Eligible Directors, etc.

For the Disposal of Own Shares, 81 Eligible Directors, etc., to whom the stock is scheduled to be allotted, will pay in all the Monetary Claims as property contributed in kind and will receive the common stock of the Company to be disposed of by the Company (hereinafter the “Allotted Shares”) under the Plan. In connection with the Disposal of Own Shares, the Company and each of the Eligible Directors, etc. will conclude a restricted stock allotment agreement (hereinafter the “Allotment Agreement”) as outlined in 3. below.

### 3. Outline of Allotment Agreement

#### (1) Transfer restriction period

- i) The Eligible Directors, the Company's Executive Officers not concurrently serving as Directors, and employees:

From July 24, 2026 (hereinafter the "Disposal Date") to the time immediately after they resign or retire from all of their positions as Director, Executive Officer, Executive Officer not concurrently serving as Director, Auditor, Consultant, Adviser, employee, or other similar positions at the Company

- ii) The Company's subsidiaries' Directors and Executive Officers not concurrently serving as Directors:

From the Disposal Date to the time immediately after they resign or retire from all of their positions as Director, Executive Officer, Executive Officer not concurrently serving as Director, Auditor, Consultant, Adviser, employee, or other similar positions at the Company's subsidiaries

#### (2) Conditions for the lifting of transfer restrictions

The Company shall lift transfer restrictions for all of the Allotted Shares upon the expiration of the transfer restriction period provided that the Eligible Directors, etc. continuously held any position as Director, Executive Officer, Executive Officer not concurrently serving as Director, Auditor, Consultant, Adviser, employee, or other similar positions at the Company (if the allottee is a Director or an Executive Officer not concurrently serving as Director of the Company's subsidiary, it shall be replaced by any position as Director, Executive Officer, Executive Officer not concurrently serving as Director, Auditor, Consultant, Adviser, employee, or other similar positions at the Company's subsidiary. The same applies hereinafter.) during the period from the date on which the execution of duties started to the time immediately preceding the conclusion of the first Annual General Meeting of Shareholders to be held after that (if the allottee is an Executive Officer not concurrently serving as Director or an employee, and the date on which the execution of duties started falls on the first day of the fiscal year, then it shall be replaced by the period from the first day of the fiscal year, to which the Annual General Meeting of Shareholders belongs, to the last day of the same fiscal year. The same applies hereinafter.) (hereinafter the "Service Period").

#### (3) Treatment of Eligible Directors, etc. who retire or resign due to expiration of their term of office, mandatory retirement age, or other justifiable reasons during the Service Period

- i) Timing of the lifting of transfer restrictions

In the event that an Eligible Director, etc. resigns or retires from all of the positions as Director, Executive Officer, Executive Officer not concurrently serving as Director, Auditor, Consultant, Adviser, employee, or other similar positions at the Company due to the expiration of the term of office, mandatory retirement age, or other justifiable reasons (including resignation or retirement due to death), the transfer restrictions shall be lifted at the time immediately after the retirement or resignation of the Eligible Director, etc.

- ii) Number of shares subject to the lifting of transfer restrictions

The number of shares subject to the lifting of transfer restriction shall be obtained by multiplying the number of the Allotted Shares held by the Eligible Director, etc. at the time of resignation or retirement as set forth in i), by the number obtained by dividing the number of months from the month including the Disposal Date to the month including the retirement or resignation of the Eligible Director, etc. by 12, which is the number of months for the Service Period (if the result is more than one, it shall be rounded down to one) (however, if a fraction less than one share arises as a result of calculation, this will be rounded off).

(4) Acquisition of the Allotted Shares by the Company without consideration

In the event that an Eligible Director, etc. commits an act in violation of laws and regulations or falls under certain grounds specified in the Allotment Agreement during the transfer restriction period, the Company shall automatically acquire all of the Allotted Shares without consideration at that time. In addition, the Company shall automatically acquire, without consideration, the Allotted Shares for which the transfer restrictions have not been lifted at the expiration of the transfer restriction period or at the timing of the lifting of transfer restrictions set forth in (3) above.

(5) Procedure in the event of organizational restructuring, etc.

If a merger agreement in which the Company will be the absorbed company, a share exchange agreement or a share transfer plan in which the Company will become a wholly owned subsidiary, or any other matter related to organizational restructuring or the like is approved at the Company's General Meeting of Shareholders (or by the Board of Directors of the Company, where such organizational restructuring or the like does not require approval of the General Meeting of Shareholders of the Company) during the transfer restriction period, the Company shall, by resolution of the Board of Directors of the Company, lift the transfer restrictions for the number of shares obtained by multiplying the number of the Allotted Shares held at that time, by the number obtained by dividing the number of months from the month including the Disposal Date to the month including the date of approval by 12, which is the number of months for the Service Period (if the result is more than one, it shall be rounded down to one) (however, if a fraction less than one share arises as a result of calculation, this will be rounded off), immediately before the business day prior to the effective date of such organizational restructuring or the like. Furthermore, immediately after the lifting of the transfer restrictions, the Company shall automatically acquire, without consideration, all of the Allotted Shares for which the transfer restrictions have not been lifted.

(6) Management of shares

The Allotted Shares shall be managed in a dedicated account opened by the Eligible Directors, etc. at Nomura Securities Co., Ltd. during the transfer restriction period so that the Eligible Directors, etc. are unable to transfer, create a security interest on, or otherwise dispose of them during the transfer restriction period. The Company has entered into a contract with Nomura Securities Co., Ltd. for the management of accounts of the Allotted Shares owned by the Eligible Directors, etc. to ensure the effectiveness of the transfer restrictions, etc. of the Allotted Shares. Moreover, the Eligible Directors, etc. shall agree to the details of the management of the account.

#### 4. Basis for Calculating the Paid-in Amount and Specific Details Thereof

The Disposal of Own Shares to the scheduled allottees will be funded by the monetary claims granted as the Restricted Stock Compensation for the 85th fiscal year of the Company under the Plan. To eliminate arbitrariness, the disposal price has been set at 3,185 yen, which is the closing price of the Company's common stock on the Tokyo Stock Exchange Prime Market on June 24, 2026 (the business day preceding the date of the resolution of the Board of Directors). This is the market price immediately preceding the date of the resolution of the Board of Directors, and the Company believes that it is a reasonable price and does not constitute a particularly favorable price.