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Listing: Tokyo Stock Exchange, Prime Market
Stock code: 3036
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Notice of Issuance of New Shares as Restricted Stock Compensation

ALCONIX CORPORATION (the “Company”) hereby announces that it has resolved to issue new shares (the “Issuance of New Shares”) as restricted stock compensation in accordance with Article 370 of the Companies Act and Article 23 of the Articles of Incorporation of the Company (written resolution in lieu of resolution of the Board of Directors) as described below.

1. Overview of issuance

(1) Due date of payment	August 5, 2025
(2) Class and number of shares to be issued	21,900 shares of common stock of the Company
(3) Amount to be paid in per share	1,972 yen per share
(4) Total amount of issuance	43,186,800 yen
(5) Allottees and number thereof; number of shares to be allotted	4 Directors (Excluding outside directors): 12,500 shares 7 Executive Officers who do not concurrently serve as directors: 9,400 shares

2. Purpose and reason for issuance

At the 37th Ordinary General Meeting of Shareholders held on June 20, 2018, the Company has resolved to introduce a new compensation plan, a restricted stock compensation plan (the “Plan”) targeted toward the Company’s directors, excluding outside directors (the “Eligible Directors”). In addition, at the 38th Ordinary General Meeting of Shareholders held on June 21, 2019, the Company has obtained approval to revise the maximum amount of compensation for restricted stock grants as part of a review of the plan, setting the annual amount excluding employee salaries for directors who concurrently serve as employees to be within 40 million yen to 80 million yen, and revising the total number of the Company’s common stock to be issued or disposed of from within 25,000 shares per year to within 50,000 shares per year, with all monetary compensation receivables to be paid as contribution-in-kind assets.

The overview of the Plan is as follows.

[Overview of the Plan]

The Company’s directors, excluding outside directors, and executive officers who do not concurrently serve as directors (the “Eligible Directors, etc.”) will make an in-kind contribution of all monetary compensation claims paid by the Company according to the Plan, and will, in return, receive the Company’s common stocks that will be issued or disposed of by the Company. The total number of common stocks to be issued or disposed of by the Company in this Plan will be 50,000 shares or less per year. The amount to be paid in per share will be based on the closing price of the Company’s common stock on the Prime Market of the Tokyo Stock Exchange on the business day immediately prior to the date of the resolution by the Board of Directors (or the closing price on the transaction day immediately prior thereto if no transaction is made on such business day).

The issuance or disposal of the common stock of the Company under this Plan will be subject to the conclusion of a restricted stock subscription agreement including the following content between the Company and Eligible

Directors, etc.:

- (i) The Eligible Directors, etc. will not transfer, create a security interest on, or otherwise, dispose of the common stock of the Company allocated under the restricted stock subscription agreement during a certain period.
- (ii) The Company will acquire the said common stock without consideration in the case where certain events happen, etc.

This time, considering the purpose of the Plan, the Company's business performance, responsibilities of the Eligible Directors, etc., and various circumstances, the Company has decided to grant the total sum of 43,186,800 yen in monetary compensation claims (the "Monetary Compensation Claims") and 21,900 of common stocks to further increase the motivation of the Eligible Directors, etc.

In the Issuance of New Shares, eleven Eligible Directors, etc., the prospective allottees, will make an in-kind contribution of all Monetary Compensation Claims on the Eligible Companies according to the Plan, and will, in return, receive the Company's common stocks (the "Allotted Stocks") that will be issued.

3. Summary of the Subscription Agreement

(1) Transfer restriction period: August 5, 2025 – August 4, 2055

(2) Conditions for the removal of the transfer restrictions

On the condition that the Eligible Directors, etc., continuously hold, during the transfer restriction period, the positions of directors, auditors, executive officers who does not concurrently serve as a director, employees, advisors or counselors or any other equivalent position of the Company or any of its Subsidiaries, the Company will remove the transfer restriction for all of the Allotted Stocks at the expiration of the transfer restriction period.

(3) Treatment in cases in which the Eligible Directors etc., resign due to expiration of the term of office, reaching the mandatory retirement age, or for other legitimate reasons during the transfer restriction period,

(i) Timing of removal of the transfer restrictions

If the Eligible Directors, etc., resign from the positions of directors, auditors, executive officers who does not concurrently serve as a director, employees, advisors or counselors or any other equivalent position of the Company or any of its Subsidiaries due to the expiration of the term of office, reaching the mandatory retirement age, and other legitimate reasons (except resignation due to death), then the transfer restriction will be removed immediately after the resignation of the Eligible Directors, etc. In case of resignation due to death, the transfer restriction will be removed at a time separately determined by the Board of Directors after the death of the Eligible Directors, etc.

(ii) Number of shares subject to removal of transfer restrictions

The number of shares will be the number of shares obtained by multiplying the number of the Allotted Stocks held at the time of the said resignation as specified in (i) above by the number obtained by dividing the period of service (in months) from the date of the resolution of allocation to the date of resignation of the Eligible Directors, etc. by 12 (if such number exceeds one (1), one (1) will be used; however, if the calculation results in a fraction of a unit of shares, such fraction will be rounded down).

(4) The Company's acquisition without consideration

At the expiration of the transfer restriction period or the timing of the removal of the transfer restrictions as specified in (3) above, the Company will automatically acquire, without consideration, the Allotted Stocks from which the transfer restrictions have not been removed.

(5) Administration of shares

To ensure that the Allotted Stocks will not be transferred, created a security interest on, or disposed of during the transfer restriction period, the Allotted Stocks will be administered in a dedicated account at Nomura Securities Co., Ltd., opened by the Eligible Directors, etc., during the transfer restriction period. To secure the effectiveness of the transfer restriction, etc., pertaining to the Allotted Stocks, the Company has concluded an agreement with Nomura Securities Co., Ltd. for the administration of accounts of the Allotted Stocks

possessed by the Eligible Directors, etc. In addition, the Eligible Directors, etc., will agree to the details of administration of the said accounts.

(6) Treatment in the event of organizational restructuring, etc.

If, during the transfer restriction period, matters relating to 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 other organizational restructuring, etc. are approved at the Company's meeting of shareholders (or in the case where the approval at the Company's meeting of shareholders is not required in regards to the said organizational restructuring, etc., a meeting of the Company's Board of Directors), then, based on the resolution of the Board of Directors, the transfer restriction will be removed on the shares obtained by multiplying the number of the Allotted Stocks held at the said timing by the number obtained by dividing the period from the date of resolution of allocation to the said approval date (in months) by 12 (if such number exceeds one (1), one (1) will be used; however, if the calculation results in a fraction of a unit of shares, such fraction will be rounded down), immediately before the business day prior to the effective date of the organizational restructuring, etc. In addition, the Company will automatically acquire, without consideration, all the Allotted Stocks that have not been removed from the transfer restriction as of the time immediately following the removal of such restrictions.

4. Basis of calculation and specific details of the amount to be paid in

The Issuance of New Shares to the prospective allottees will be made by way of in-kind contribution of the monetary compensation claims paid as Eligible Companies' Restricted Stock Compensation under the Plan for the 45th fiscal year. To avoid arbitrary decisions on price, the closing price of the Company's common stocks on the Prime Market of the Tokyo Stock Exchange of 1,972 yen on July 10, 2025 (the business day immediately prior to the date of the resolution by the Board of Directors), is used as the issuance price. As this is the market price of the day immediately prior to the date of the resolution of the Board of Directors, it is believed to be reasonable, and that this price does not constitute a particularly favorable price.

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